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ABSTRACT

The 1974-75 survey of full-time faculty salaries in California community colleges was constructed by reproducing the salary schedules of the 69 reporting districts. The salary schedules included here are those published schedules adopted by district boards. Minimum standards for each salary class are described by the degrees, credentials, and additional units required, and bonuses for extra achievements are listed. (Author/DC)

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U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

ED103066

FACULTY SALARIES 1974-75

CALIFORNIA
COMMUNITY
COLLEGES

JC 750 212

Chancellor's Office
Sacramento

DECEMBER 1974

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PREFACE

Format of the 1974-75 survey of faculty salaries in California Community Colleges has been changed from that of previous years in order to distribute this information on a more timely basis for district use in decision-making. To accomplish this, the report has been constructed by reproducing the salary schedules as submitted by districts to our office. Consequently, any inconsistencies in reported data should be discussed directly with the district in question.

The full-time faculty salary schedule is included for reporting districts. Two other schedules, distribution of salaries for full-time faculty and fringe benefits for full-time faculty and administrative personnel, included in the 1973-74 survey, have been omitted this year.

The salary schedules for full-time faculty are those published schedules adopted by district boards. Minimum standards for each salary class are described by the degrees, credentials, and additional units required and bonuses for extra achievements are listed.

Sidney W. Brossman
Chancellor

December 1974

Charles McIntyre
Director of Analytical Studies

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Allan Hancock College
800 South College Drive
Santa Maria, California 93454

ALLAN HANCOCK COLLEGE
CERTIFICATED SALARY SCHEDULE
1974-75

	CLASS I	CLASS II	CLASS III	CLASS IV
1	10,055	10,905	11,755	12,605
2	10,600	11,450	12,300	13,150
3	11,145	11,995	12,845	13,695
4	11,690	12,540	13,390	14,240
5	12,235	13,085	13,935	14,785
6	12,780	13,630	14,480	15,330
7	13,325	14,175	15,025	15,875
8	13,870	14,720	15,570	16,420
9	14,415	15,265	16,115	16,965
10	14,960	15,810	16,660	17,510
11		16,355	17,205	18,055
12		16,900	17,750	18,600
13		17,445	18,295	19,145
14		17,990	18,840	19,690

Range for an earned doctorate will be $600 above Class IV ($13,205 - $20,290)

Credit for appropriate level teaching experience outside the district will be given through Step 7. Credit for appropriate related experience other than teaching will be evaluated on the basis of one step for every two years of such experience. Evaluation of related experience will be by the president and the appropriate department head.

CLASS I — B.A. Degree and appropriate teaching credential

CLASS II
(A) MASTER'S DEGREE or
(B) B.A. + 30 or
(C) B.A. + Standard Designated Subjects (Vocational) Life Credential

CLASS III
(A) M.A. + 18 units after issuance of M.A. or
(B) B.A. + 60 units after issuance of B.A.

CLASS IV
(A) M.A. + 36 units after issuance of M.A. or
(B) B.A. + 90 units after issuance of B.A.

ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT

CERTIFICATED PREPARATION SALARY SCHEDULE

Effective through January 31, 1976

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI
1	10368	11320	11796	12272	12748	13224
2	10908	11860	12336	12812	13288	13764
3	11448	12400	12876	13352	13828	14304
4	11988	12940	13416	13892	14368	14844
5	12528	13480	13956	14432	14908	15384
6	13068	14020	14496	14972	15448	15924
7	13608	14560	15036	15512	15988	16464
8	14148	15100	15576	16052	16528	17004
9	14688	15640	16116	16592	17068	17544
10	15228	16180	16656	17132	17608	18084
11		16720	17196	17672	18148	18624
12			17736	18212	18688	19164
13				18752	19228	19704
14					19768	20244

CLASS I	Bachelor's Degree
CLASS II	Master's Degree
CLASS III	Bachelor's Degree + 45 units including Master's or Master's + 15
CLASS IV	Bachelor's Degree + 60 units including Master's or Master's + 30
CLASS V	Bachelor's Degree + 75 units including Master's or Master's + 45
CLASS VI	Bachelor's Degree + 90 units including Master's or Master's + 60
$605	Beyond Class Placement for earned doctorate.

Adopted 1/14/75

BARSTOW COMMUNITY COLLEGE DISTRICT

1974-75 Instructor's Salary Schedule

	$10.68		$11.85	$13.00	
Step or Class	I M.A.	II M.A. with 45 semester units (or 67 1/2 quarter units) above B.A. *	III M.A. with 60 semester units (or 90 quarter units) above B.A. *	IV M.A. with 75 semester units (or 112 1/2 quarter units) above B.A. *	V M.A. with 90 semester units (or 135 quarter units) above B.A. *
1	$ 10,680	$ 11,264	$ 11,847	$ 12,419	$ 13,002
2	11,264	11,847	12,419	13,002	13,585
3**	11,847	12,419	13,002	13,585	14,168
4	12,419	13,002	13,585	14,168	14,740
5	13,002	13,585	14,168	14,740	15,323
6	13,585	14,168	14,740	15,323	15,906
7	14,168	14,740	15,323	15,906	16,489
8	14,740	15,323	15,906	16,489	17,061
9***	15,323	15,906	16,489	17,061	17,644
10	15,906	16,489	17,061	17,644	18,227
11	16,489	17,061	17,644	18,227	18,810
12	17,061	17,644	18,227	18,810	19,382

* Units proffered must be accepted by the Professional Preparation Evaluation Committee.

** Teachers with provisional credentials shall not proceed beyond Step 3.

*** Maximum starting salary.

An additional $800.00 will be paid for an earned Doctor's Degree.

Teachers with less than an M.A. or Class Temporary Credential will receive $500.00 less than Column I on this schedule.

Hourly rates are determined by applying a factor of 0.001 to Step 1 of Columns I, III, and V.

Summer session rates per contact hour will be 1/45 of Step 1 in Column I, III, and V.

(Revised 10/1/74)
(Retroactive to July 1, 1974)

BUTTE COMMUNITY COLLEGE DISTRICT
OROVILLE, CALIFORNIA

INSTRUCTOR SALARY SCHEDULE 1974-75

STEP	I	II	III	IV
1	9,864	11,048	12,231	13,415
2	10,456	11,639	12,823	14,007
3	11,048	12,231	13,415	14,599
4	11,639	12,823	14,007	15,191
5	12,231	13,415	14,599	15,783
6	12,823	14,007	15,191	16,374
7	13,415	14,599	15,783	16,965
8	14,007	15,191	16,374	17,557
9	14,599	15,783	16,965	18,149
10	15,191	16,374	17,557	18,741
11	15,783	16,965	18,149	19,333
12	16,374	17,557	18,741	19,925

Maximum initial placement on the salary schedule shall be Step 6 of the appropriate class. Instructors shall receive appropriate credit for previous teaching and related work experience that may allow them a maximum of five steps on the salary schedule, therefore placing them on Step 6. Instructors will receive year for year credit on the salary schedule for teaching experience and one year credit for each two years of related work experience.

Instructors having a Doctor's Degree shall be placed on the appropriate step of Class IV, and shall receive an additional 6.6% of the salary schedule base.

CLASS AND STEP REQUIREMENTS

For purposes of salary classification, one year of full-time related work experience is equated to twelve semester units for career instructors (B).

A = Placement of both career and non-career area instructors.
B = Placement of career area instructors only (requires a Vocational-Technical Credential).

CLASS I (UNIT EQUIVALENT—136)

A valid California Teaching Credential appropriate for the community college.

A. B.A. Degree + 12 semester units.

B. 1. H. S. diploma + 6 years of related work experience + 64 semester units to—
H. S. diploma + 10 years related work experience + 16 semester units.

2. A.A. Degree + 4 years related work experience + 28 semester units to—
A.A. Degree + 5 years related work experience + 16 semester units.

CLASS II (UNIT EQUIVALENT—160)

A valid California Teaching Credential appropriate for the community college.

A. M.A. Degree

B. 1. A.A. Degree + 4 years related work experience + 52 semester units to—
A.A. Degree + 7 years related work experience + 16 semester units.

2. B.A. Degree + 2 years related work experience + 12 semester units to—
B.A. Degree + 3 years related work experience + 0 semester units.

CLASS III (UNIT EQUIVALENT—184)

A valid California Teaching Credential appropriate for the community college.

A. 1. M.A. Degree + 24 semester units.
2. B. A. Degree + 60 semester units, including M. A. Degree.

B. 1. A.A. Degree + 4 years related work experience + 76 semester units to—
A.A. Degree + 7 years related work experience + 40 semester units.

2. B.A. Degree + 2 years related work experience + 36 semester units to—
B.A. Degree + 4 years related work experience + 12 semester units.

3. M.A. Degree + 2 years related work experience + 0 semester units.

CLASS IV (UNIT EQUIVALENT—208)

A valid California Teaching Credential appropriate for the community college.

A. 1. M.A. Degree + 48 semester units.
2. B.A. Degree + 84 semester units, including M.A. Degree

B. 1. B.A. Degree + 2 years related work experience + 60 semester units to—
B.A. Degree + 5 years related work experience + 24 semester units (with M.A. Degree equivalent.*)

2. M.A. Degree + 2 years related work experience + 24 semester units to—
M.A. Degree + 3 years related work experience + 12 semester units.

*M. A. Degree equivalent as determined by the College. Refers to a planned or coordinated program leading to a specific objective related to the instructor's assigned area of teaching. The program shall be determined by the Vice President for Instruction, the Division Chairman and the instructor involved.

CABRILLO COMMUNITY COLLEGE DISTRICT

CERTIFICATED PERSONNEL

ANNUAL CONTRACT

1974-75 Salary Schedule

	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	
STEP	A.B. or Limited Vocational Credential	M.A. or Equivalent* (See Note 3)	M.A. + 45 un.past B.A. or Class 2 + 15 units* (See Note 3)	Class 3 plus 15 units	Class 4 plus 15 units	Class 5 plus 15 units	STEP
1	10,384	10,799	11,218	11,632	12,050	12,466	1
2	11,006	11,424	11,841	12,255	12,673	13,088	2
3	11,630	12,047	12,463	12,880	13,296	13,711	3
4	12,253	12,671	13,086	13,504	13,918	14,337	4
5	12,876	13,293	13,709	14,127	14,542	14,960	5
6	13,501	13,916	14,334	14,751	15,166	15,583	6
7	14,124	14,539	14,958	15,373	15,790	16,206	7
8	14,746	15,163	15,581	15,996	16,413	16,828	8
9	.....	15,787	16,203	16,619	17,036	17,451	9
10	.....	16,411	16,826	17,243	17,661	18,076	10
11	.....	17,034	17,449	17,868	18,283	18,699	11
12	.....	.....	.....	18,491	18,906	19,323	12

*See over for notes.

Special Stipends

Doctorate	$ 926
Director	884
Division Chairperson	2,360

Career Increment Schedule (See Note 4)

Increment Number*	Class 4	Class 5	Class 6
1	$624	$936	$1248
2	---	936	1248
3	---	---	1248

*At five-year intervals after reaching step 12 of the basic schedule.

EXPLANATORY NOTES

1. Credit for previous teaching experience will be granted on a year-for-year basis up to a maximum of five years. Staff members reaching the maximum credit for experience in Classes 1, 2, and 3 (steps 8 and 11) will receive credit for additional accrued experience at Cabrillo when they move to the next classification.

   Credit for occupational experience is given only for verified work experience beyond the minimum credential requirement. Each additional two years of experience equals one step, up to a maximum of two steps credit. (This applies at time of initial salary placement only.)

2. All units earned at an accredited college or university subsequent to the attainment of a bachelor's degree are credited for salary purposes. (See Policy #5331.) These shall be credited in semester units (a quarter unit equals 2/3 of a semester unit).

*3. The normal route for horizontal progression from Class 1 to Class 2 involves obtaining the M.A. degree. To recognize the merit of alternate patterns of preparation in certain fields, the following equivalencies are provided:

   (a) Life Class A Vocational Credential or Standard Designated Subjects credential issued for life. For those with a bachelor's degree, note 2 above shall apply. For those without a bachelor's degree, progression beyond column 2 shall be based on units earned after receipt of either of these life credentials.

   (b) Community College Vocational-Technical Instructor Credential (full-time regular) plus 30 units.

   (c) 45 units beyond the bachelor's degree, of which a minimum of 24 units must be courses for graduate credit in the teaching field.

4. Instructors may become eligible for a salary increase at 5-year intervals after serving at the 12th step. The increase, called a career increment, will be based on the differential between the 5th and 6th steps in Class 4.

   Instructors in Class 4 may earn one career increment equal to that differential. Instructors in Class 5 may earn two career increments at the rate of 1-1/2 times the differential. Instructors in Class 6 may earn three career increments at the rate of twice that differential.

   An instructor qualifies for the career increment applicable to the class in which his educational qualifications place him at the completion of the five-year service requirement. If he changes class after qualifying for the increment, he becomes eligible for the increment in the new class effective the next September 1.

CERRITOS COLLEGE

CERTIFICATED SALARY SCHEDULE
1974-1975 School Year

STEP	A BA DEGREE	B BA + 30 Incl.MA	C BA + 50 Incl.MA	D BA + 70 Incl.MA	E BA + 90 Incl.MA
1.	10,041	10,677	11,312	11,947	12,583
2.	10,677	11,312	11,947	12,583	13,218
3.	11,312	11,947	12,583	13,218	13,854
4.	11,947	12,583	13,218	13,854	14,490
5.	12,583	13,218	13,854	14,490	15,125
6.	13,218	13,854	14,490	15,125	15,761
7.	13,854	14,490	15,125	15,761	16,397
*					
8.	14,490	15,125	15,761	16,397	17,031
9.	15,125	15,761	16,397	17,031	17,667
**					
10.	15,439	16,397	17,031	17,667	18,303
11.	15,771	16,704	17,667	18,303	18,938
12.			17,979	18,938	19,574
13.				19,255	20,210
14.				19,669	20,845

18X	Incentive Increment - Granted at 4-year intervals to those eligible	21,480
22X	Incentive Increment - Granted at 4-year intervals to those eligible	22,115
26X	Incentive Increment - Granted at 4-year intervals to those eligible	22,750
30X	Incentive Increment - Granted at 4-year intervals to those eligible	23,385

*Maximum Beginning Salary
**Grandfather Line

1. Instructors with an earned doctor's degree will be placed at the appropriate step on Column 'E' plus, the difference between Column 'D' and 'E' at step 12.

2. Only employees who were below the Grandfather Line in Columns 'A' through 'D' as of September 14, 1965, may remain at their 1973-74 step placement. They may not progress to a higher step in that column for their 1974-75 placement; however, they may move across to the appropriate step above the Grandfather Line on a higher column when eligible.

3. Due to the column reduction in the 1970-71 salary schedule, only those employees who are relocated to steps below the Grandfather Line as of September 1, 1970, may remain at their step placement below the line. They may not progress to a higher step in that column, however, they may move across to the appropriate step above the Grandfather Line on a higher column when eligible.

Adopted by the Board of Trustees, June 26, 1974. Effective, July 1, 1974.

CHAFFEY COLLEGE

Representative Certificated Salary Placement for 1974-75

	BA	Master's BA + 30	Master's BA + 45	Master's BA + 60	Master's BA + 75	Doctorate BA + 75
1	10,483	12,243	12,873	13,503	14,133	14,898
2	10,993	12,753	13,383	14,013	14,643	15,408
3	11,503	13,263	13,893	14,523	15,153	15,918
4	12,013	13,773	14,403	15,033	15,663	16,428
5	12,523	14,283	14,913	15,543	16,173	16,938
6	13,033	14,793	15,423	16,053	16,683	17,448
7	13,543	15,303	15,933	16,563	17,193	17,958
8	14,053	15,813	16,443	17,073	17,703	18,468
9	15,168	16,928	17,558	18,188	18,818	19,583
10	15,678	17,438	18,068	18,698	19,328	20,093
11	16,188	17,948	18,578	19,208	19,838	20,603
12	16,698	18,458	19,088	19,718	20,348	21,113
*	17,303	19,063	19,693	20,323	20,953	21,718
**	17,908	19,668	20,298	20,928	21,558	22,323

* and ** $605 Anniversary Increment After 14 Years of Service and After 17 Years of Service

The salary schedule is based on the BA column and the following additions:

$42 per unit - maximum 75 semester units above the BA(1); units are credited as acquired

$500 earned master's degree (only one credited)

$1,265 MA plus earned doctorate or earned doctorate only

All units and degrees must be from accredited institutions.

---

(1) Equivalent Work Experience in Specialized Occupational Areas

Eight Years ..... Bachelor's Degree

Twelve Years ..... Bachelor's Degree Plus 30 Units

Sixteen Years ..... Bachelor's Degree Plus 60 Units

Adopted by the Board of Trustees
June 11, 1974

C I T R U S C O M M U N I T Y C O L L E G E D I S T R I C T

4141

CERTIFICATED SALARY SCHEDULE

1974-75

Salary Schedule based on 10 Calendar months.

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	$10,298	$10,995	$11,692	$12,389	$13,086
2	10,927	11,624	12,321	13,018	13,715
3	11,556	12,253	12,950	13,647	14,344
4	12,185	12,882	13,579	14,276	14,973
5	12,814	13,511	14,208	14,905	15,602
6	13,443	14,140	14,837	15,534	16,231
7	14,072	14,769	15,466	16,163	16,860
8	14,701	15,398	16,095	16,792	17,489
9	15,330	16,027	16,724	17,421	18,118
10	15,959	16,656	17,353	18,050	18,747
11		17,285	17,982	18,679	19,376
12			18,611	19,308	20,005
13				19,937	20,634

---

* All certificated personnel with an earned doctorate degree will be paid an additional 6.76% of Class I - step 1.

** When a regular day instructor reaches Class V - step 13 of the salary schedule he is eligible, subject to the recommendation of the President/Superintendent, to receive three anniversary increments, spaced every four years, for professional growth (6.1% of Class I - step 1). (For details see Policy 4140, item 11.)

*** Credit up to 5 years will be allowed for teaching experience. (The district may allow teaching experience credit for related work in business and industry. If allowed, the ratio will be 2:1 -- i.e. two years related experience equals one year teaching experience.)

Approved 6/5/74

CITRUS COMMUNITY COLLEGE DISTRICT

4141
(2nd page)

DEFINITION OF SALARY CLASS

CLASS I

(a) Bachelor's degree and valid teaching credential
or
(b) Eligibility under the Calif. State Plan for Vocational Education and California Community College Credential (or other previously issued partial vocational credential).

CLASS II

(a) Master's degree
or
(b) Unencumbered full-time Class A, S.D.S. or Community College (Vocational) full-time, life credential including 30 semester units as approved by the Dean of Vocational Education ****

CLASS III

(a) Bachelor's degree plus 45 semester units including a master's degree
or
(b) Unencumbered full-time Class A, S.D.S. or Community College (Vocational) full-time, life credential and 60 semester units. ****

CLASS IV

(a) Bachelor's degree plus 60 semester units including a master's degree. Five of the 60 semester units may be approved work experience.
or
(b) Unencumbered full-time Class A, S.D.S. or Community College (Vocational) full-time, life credential and a Bachelor's degree or 120 semester units including B.V.E. evaluation.

CLASS V

(a) Bachelor's degree plus 80 semester units including a Master's degree. Seven of the additional 20 semester units over class 4 may be approved work experience.
or
(b) Unencumbered full-time Class A, S.D.S. or Community College (Vocational) full-time, life credential and a Master's degree. ****

COACHELLA VALLEY COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE DESERT
43-500 MONTEREY AVENUE
PALM DESERT, CALIF. 92260

CERTIFICATED SALARY SCHEDULE

This salary schedule requires a total district expenditure of 9.8% for implementation. The modified schedule adds Class I, Step 7 and Class II, Step 8. It deletes Class VII, Step 13.

FULL - TIME

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	10641	11093	11565	12056	12569	13103	13660
2	11093	11565	12056	12569	13103	13660	14240
3	11565	12056	12569	13103	13660	14240	14845
4	12056	12569	13103	13660	14240	14845	15476
5	12569	13103	13660	14240	14845	15476	16134
6	13103	13660	14240	14845	15476	16134	16820
7	13660	14240	14845	15476	16134	16820	17535
8		14845	15476	16134	16820	17535	18280
9			16134	16820	17535	18280	19057
10				17535	18280	19057	19867
11					19057	19867	20711
12						20711	21591

NOTE: Full-time substitute and faculty overload rate to be based on 1/720th of the annual salary per weighted semester instruction unit.

Classification

New	Old		
Class I	I	(a)	Bachelor's degree.
		(b)	Encumbered vocational credential.
(Class II)	I+	(a)	Bachelor's degree plus 15 units of approved upper division or graduate work completed subsequent to meeting the requirements of the degree.
		(b)	Encumbered vocational credential including a minimum of 30 units of college courses.
Class III	II	(a)	Master's degree.
		(b)	Unencumbered vocational credential, including a minimum of 60 units of college courses.
(Class IV)	II+	(a)	Master's degree plus 15 units of approved upper division or graduate work completed subsequent to meeting the requirements of the degree.
		(b)	Unencumbered vocational credential and bachelor's degree.
Class V	III	(a)	Master's degree plus 30 units of approved upper division or graduate work subsequent to meeting the requirements of the degree.
		(b)	Unencumbered vocational credential, bachelor's degree and the completion of 15 units of approved upper division or graduate work completed subsequent to meeting the requirements of the degree and the credential.
(Class VI)	III+	(a)	Master's degree plus 45 units of approved upper division or graduate work subsequent to meeting the requirements of the degree.
		(b)	Unencumbered vocational credential and master's degree.
Class VII	IV		Earned Doctor's Degree.

COAST COMMUNITY COLLEGE DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
June 19, 1974

Step	Scale I	Scale II	Scale III	Scale IV	Scale V*
1	10,761	12,216	13,184	14,152	15,121
2	11,299	12,753	13,721	14,689	15,659
3	11,837	13,291	14,259	15,227	16,196
4	12,375	13,829	14,797	15,765	16,734
5	12,913	14,367	15,335	16,303	17,272
6	13,451	14,905	15,873	16,841	17,810
7	13,989	15,443	16,411	17,379	18,348
8	14,527	15,981	16,949	17,917	18,886
9	15,065	16,519	17,487	18,455	19,424
10	15,602	17,057	18,025	18,993	19,962
11		17,595	18,563	19,531	20,500
12		18,132	19,100	20,068	21,038
13			19,638	20,606	21,575
14				**21,253	**22,221
15				**21,901	**22,869
16					**23,517

* - Earned Doctorate - $646 above Scale V on appropriate step.

** - Includes Anniversary Merit Increase after three years at top of schedule, and at three year intervals thereafter.

ANNIVERSARY RAISES - Scale IV: 2 - $648 raises (See "Policy on Anniversary Raises" for application and procedures)
Scale V: 3 - $648 raises

DIVISION CHAIRMEN - Will be paid $1,614 above salary as teacher.

ASSISTANT DIVISION CHAIRMEN - Will be paid $968 above salary as teacher.

CHIEF INSTRUCTOR - Will be paid $714 above salary as teacher.

HEAD LIBRARIAN - Will be paid $1,291 above salary as teacher.

LIBRARIAN SPECIAL DUTY - Will be paid $12.00 per hour

Instructors on 10 1/2 month contracts - Will receive additional 1/10 salary.
Instructors on 12 months contracts - Will receive an additional 3/20 salary.

Summer Session Instructors - Will receive 1/1000 of annual contract per hour.
Salary Schedule for Summer Session Instructors applicable for Summer, 1975.

EXPLANATION OF COLUMN PLACEMENT

Scale I
(a) Bachelor's Degree and valid teaching credential, or
(b) Encumbered "Class A" Vocational Credential, or
(c) Encumbered Standard Designated Subject Area (Vocational) Credential, or
(d) California Community College Partial Fulfillment Credential.

Coast (continued)

Scale II

(a) Master's Degree and valid teaching credential, or
(b) Unencumbered "Class A" Vocational Credential, or Unencumbered Standard Designated Subject Area (Vocational) Credential, or
(c) California Community College Credential and meeting California State Plan for Vocational Education, or
(d) Valid credential and completion of 30 semester units after receipt of Bachelor's Degree, or
(e) Completion of 30 semester units after receipt of Encumbered "Class A" Vocational Credential, or Encumbered Standard Designated Subject Area (Vocational) Credential, or
(f) Same as (c) and (d) but with a combination of 30 semester academic and work experience units, at least 15 of which must be academic units.

Scale III

(a) 50 semester units subsequent to receipt of the Bachelor's Degree, or the Encumbered "Class A" Vocational Credential, or the Encumbered Standard Designated Subject Area (Vocational) Credential, (including receipt of Master's Degree or Unencumbered "Class A" or SDS Credential), or
(b) 20 semester units subsequent to receipt of Master's Degree or Unencumbered "Class A" Vocational Credential, or Unencumbered Standard Designated Subject Area (Vocational) Credential, or California Community College Credential and meeting California State Plan for Vocational Education, or
(c) Same as (a) and (b) but with a combination of academic and work experience units, at least half of which must be academic units.

Scale IV

(a) 70 semester units subsequent to receipt of the Bachelor's Degree or the Encumbered "Class A" Vocational Credential or the Encumbered Standard Designated Subject Area (Vocational) Credential, (including receipt of Master's Degree or Unencumbered "Class A" or SDS Credential), or
(b) 40 semester units subsequent to receipt of Master's Degree or receipt of Unencumbered "Class A" Vocational Credential, or Unencumbered Standard Designated Subject Area, (Vocational) Credential, or California Community College Credential and meeting California State Plan for Vocational Education, or
(c) Same as (a) and (b) but with a combination of academic and work experience units, at least half of which must be academic units.

Scale V

(a) 90 semester units subsequent to receipt of the Bachelor's Degree, or the Encumbered "Class A" Vocational Credential, or the Encumbered Standard Designated Subject Area (Vocational) Credential (including receipt of Master's Degree or Unencumbered "Class A" or SDS credential), or
(b) 60 semester units subsequent to receipt of Master's Degree or Unencumbered "Class A" Vocational Credential, or Unencumbered Standard Designated Subject Area (Vocational) Credential, or* a Bachelor's Degree and the California Community College Credential and meeting the California State Plan for Vocational Education, or
(c) Same as (a) and (b) but with a combin tion of academic and work experience units, at least half of which must be academic units.

All units for horizontal movement on the schedule must be upper division or graduate level, unless specifically authorized in advance.

Members of the faculty employed to teach in an occupational subject field must obtain and maintain the teaching qualifications in compliance with provisions of the California State Plan for Vocational Education.

* Faculty members who were employees of the District in 1971-72 may be placed on Scale V without the Bachelor's Degree.

COMPTON COMMUNITY COLLEGE

FACULTY SALARY SCHEDULE
1973-74 1974-75

Effective March 1, 1974

	B.A.	M.A.	M.A. & 48	M.A. & 66	M.A. & 84
CLASS	I	II	III	IV	V
STEP					
1	$9,768	$10,598	$11,428	$12,258	$13,088
2	10,276	11,106	11,936	12,766	13,596
3	10,784	11,614	12,444	13,274	14,104
4	11,292	12,122	12,952	13,782	14,612
5	11,800	12,630	13,460	14,290	15,120
6	12,308	13,138	13,968	14,798	15,628
7	12,816	13,646	14,476	15,306	16,136
8	13,324	14,154	14,984	15,814	16,644
9	13,832	14,662	15,492	16,322	17,152
10	14,340	15,170	16,000	16,830	17,660
11	14,848	15,678	16,508	17,338	18,168
12	15,356	16,186	17,016	17,846	18,676
12+15 yr incr	15,864	16,694	17,524	18,354	19,184
12+20 yr incr	16,372	17,202	18,032	18,862	19,692
12+25 yr incr	16,880	17,710	18,540	19,370	20,200

A faculty member holding the Doctor of Philosophy or Doctor of Education Degree from an accredited institution shall receive an additional yearly stipend of $750.

Note: This salary schedule utilizes a base of $9,768, a training differential of approximately 8.5%, and a step increment of approximately 5.2%.

CLASS I Bachelor's Degree
CLASS II Master's Degree
CLASS III Master's Degree with a total of 48 units above the Bachelor's Degree
CLASS IV Master's Degree with a total of 66 units above the Bachelor's Degree
CLASS V Master's Degree with a total of 84 units above the Bachelor's Degree

Contra Costa Community College District
500 Court Street
Martinez, California 94553

1974-75 FACULTY SALARY SCHEDULE

STEP	CLASS I BA	CLASS II BA + 15	CLASS III BA + 30 MA	CLASS IV BA + 45 MA + 15	CLASS V BA + 60 MA + 30	CLASS VI BA + 75 MA + 45	CLASS VII BA + 90 MA + 60 Doctorate
1	$10,682	$11,283	$11,885	$12,485	$13,087	$13,688	$14,289
2	11,283	11,885	12,485	13,087	13,688	14,289	14,890
3	11,885	12,485	13,087	13,688	14,289	14,890	15,491
4	12,485	13,087	13,688	14,289	14,890	15,491	16,092
5	13,087	13,688	14,289	14,890	15,491	16,092	16,694
6	13,688	14,289	14,890	15,491	16,092	16,694	17,294
7	14,289	14,890	15,491	16,092	16,694	17,294	17,896
8	14,890	15,491	16,092	16,694	17,294	17,896	18,497
9	15,491	16,092	16,694	17,294	17,896	18,497	19,097
10		16,694	17,294	17,896	18,497	19,097	19,699
11			17,896	18,497	19,097	19,699	20,300
12				19,097	19,699	20,300	20,901
13					20,300	20,901	21,502

7/1/74

EL CAMINO COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE A

10 Months

Effective July 1, 1974

Step	Class I Bachelor's Degree	Class II Master's Degree	Class III Master's & 24 Units	Class IV Master's & 48 Units	Class V Doctorate
1	10,582	11,323	12,064	12,805	13,546
2	11,216	11,957	12,698	13,439	14,180
3	11,850	12,591	13,332	14,073	14,814
4	12,484	13,225	13,966	14,707	15,448
5	13,118	13,859	14,600	15,341	16,082
6	13,752	14,493	15,234	15,975	16,716
7	14,386	15,127	15,868	16,609	17,350
8	15,020	15,761	16,502	17,243	17,984
9	15,654	16,395	17,136	17,877	18,618
10	16,288	17,029	17,770	18,511	19,252
11		17,663	18,404	19,145	19,886
12			19,038	19,779	20,520
13				20,413	21,154
14					21,788

Approved by the Board of Trustees, May 31, 1974

FOOTHILL COMMUNITY COLLEGE DISTRICT

FACULTY SALARY SCHEDULE, 1974-75

STEP	I	II	III	IV	V
1	$11,740	$12,410	$13,070	$13,740	$14,390
2	12,410	13,070	13,740	14,390	15,060
3	13,070	13,740	14,390	15,060	15,730
4	13,740	14,390	15,060	15,730	16,390
5	14,390	15,060	15,730	16,390	17,050
6	15,060	15,730	16,390	17,050	17,700
7	15,730	16,390	17,050	17,700	18,370
8	16,390	17,050	17,700	18,370	19,040
9	17,050	17,700	18,370	19,040	19,690
10	17,700	18,370	19,040	19,690	20,360
11	18,370	19,040	19,690	20,360	21,030
12	19,040	19,690	20,360	21,030	21,690

Professional Recognition Awards are available to all faculty members who have demonstrated continued professional growth and outstanding service. Eligibility for these cumulative awards of $500 per annum is reached at Steps 15, 18, 21, and 24.

At no cost to the employee, the District provides income protection insurance, complete health and dental care insurance for the employee and dependents, and life insurance for the employee and dependents.

COLUMN CLASSIFICATION

Col. I
- a. Bachelor's and valid credential, or
- b. Vocational subject matter full-time credential, partial fulfillment, and Associate Degree, or equivalent.

Col. II
- a. Master's and valid credential, or
- b. Vocational subject matter full-time credential, partial fulfillment, and Bachelor's, or
- c. Vocational subject matter full-time credential and Associate Degree or 60 semester units.

Col. III
- a. Master's, 24 semester units subsequent to date of Master's and valid credential, or
- b. Master's, 60 semester units subsequent to date of Bachelor's, and valid credential, or
- c. Vocational subject matter full-time credential, partial fulfillment, and Master's, or
- d. Vocational subject matter full-time credential and Bachelor's.

Col. IV
- a. Master's, 48 semester units subsequent to date of Master's and valid credential, or
- b. Master's, 84 semester units subsequent to date of Bachelor's and valid credential, or
- c. Vocational subject matter full-time credential, and Master's.

Col. V
- a. Earned Doctorate in field related to assignment and valid credential or
- b. Master's, 84 semester units subsequent to date of Master's (at least 55 units in field related to assignment) and valid credential, or
- c. Master's, 120 semester units subsequent to date of Bachelor's (at least 60 units in field related to assignment) and valid credential, or
- d. Vocational subject matter full-time credential, Master's, and 36 semester units subsequent to date of Master's (at least 20 units in field related to assignment), or
- e. Vocational subject matter full-time credential, Master's, and 72 semester units subsequent to date of Bachelor's (at least 36 units in field related to assignment).

FREMONT-NEWARK COMMUNITY COLLEGE DISTRICT

OHLONE COLLEGE

SALARY SCHEDULE WITH 8.2% COST OF LIVING INCREASE
CERTIFICATED EMPLOYEES
EFFECTIVE JULY 1, 1974

STEP (Experience Year)	CLASS I (Bachelors Degree)	CLASS II (Masters Degree)	CLASS III (M.A. + 30 B.A. + 60 With Masters)	CLASS IV (M.A. + 60 B.A. + 90 With Masters)	CLASS V (Doctorate)
1	$11,127	$11,962	$12,518	$13,074	$13,630
2	11,683	12,518	13,074	13,630	14,186
3	12,239	13,074	13,630	14,186	14,742
4	12,795	13,630	14,186	14,742	15,298
5	13,351	14,186	14,742	15,298	15,854
6	13,907	14,742	15,298	15,854	16,410
7	14,463	15,298	15,854	16,410	16,966
8	15,019	15,854	16,410	16,966	17,522
9	15,575	16,410	16,966	17,522	18,078
10		16,966	17,522	18,078	18,634
11		17,522	18,078	18,634	19,190
12		18,078	18,634	19,190	19,746
13			19,190	19,746	20,302
14				20,302	20,858
15					21,414

GAVILAN COLLEGE
Certificated Salary Schedule

Track	I	II	III	IV
	AB+45	AB+60 or MA	AB+75 or MA+75	AB+90 or MA+30
1.	10,063	10,658	11,253	11,848
2.	10,658	11,253	11,848	12,443
3.	11,253	11,848	12,443	13,038
4.	11,848	12,443	13,038	13,633
5.	12,443	13,038	13,633	14,228
6.	13,038	13,633	14,228	14,823
7.	13,633	14,228	14,823	15,418
8.	14,228	14,823	15,418	16,013
9.	14,823	15,418	16,013	16,608
10.	15,418	16,013	16,608	17,203
11.	16,013	16,608	17,203	17,798
12.		17,203	17,798	18,393
13.			18,393	18,988
14.				19,583

Qualifications

Track

I. A. Academic Teaching Credential and (AB+45), or
B. Non-Secured Designated Vocational Subject Credential + 12 core units, or
C. CCC Instructor Credential, (No Degree and 6 years of related work experience).

II. A. Academic Teaching Credential and (AB+60 including MA) or Masters Degree, or
B. Non-Secured Designated Vocational Subject Credential + 22 core units, or
C. CCC Instructor Credential (Associate Degree + 4 years related work experience) + 15 units of core education subsequent to community college fulltime employment, or has a BA or MA + 2 years of related work experience.

III. A. Academic Teaching Credential and (AB+75 including MA) or (MA+15), or
B. Secured Designated Vocational Credential + 15 core units subject to receipt of the credential, or
C. CCC Instructor Credential (BA + 2 years related work experience) + 15 units of core education subsequent to employment as a fulltime community college instructor.

IV. A. Academic Teaching Credential and (AB+90 including MA) or (MA+30), or
B. Secured Designated Vocational Subject Credential + AA Degree + 22 core units or equivalent subsequent to fulltime community college employment, or
C. CCC Instructor Credential (Masters Degree + 2 years related work experience) + 22 units of core education or equivalent subsequent to fulltime community college employment.

The following fringe benefits are provided: Health, dental and vision coverage for employee only; multi-phasic examination for employee and spouse; and prescription drug coverage for employee and family.

GLENDALE COMMUNITY COLLEGE DISTRICT

INSTRUCTORS SALARY SCHEDULE - 1974-75

Step	CLASS I Bach. Degree	CLASS II Bach. Plus 42 Units or MA	CLASS III Bach. Plus 56 Units+MA	CLASS IV Bach. Plus 70 Units+ MA	CLASS V Bach. Plus 84 Units+MA or Earned Doctorate
1	$ 1029	$ 1077	$ 1131	$ 1185	$ 1243
2	1070	1119	1175	1232	1292
3	1112	1166	1223	1281	1344
4	1158	1212	1272	1333	1397
5	1202	1261	1322	1385	1454
6	1251	1311	1374	1441	1511
7	1303	1364	1430	1499	1572
8	1353	1418	1488	1558	1635
9	1407	1475	1547	1621	1700
10	1463	1534	1609	1685	1768
11	1522	1596	1674	1754	1839
12		1659	1740	1824	1912
13			1809	1898	1989

This schedule is limited to those certificated personnel assigned at Glendale College.

$65.00 per month will be paid for an earned doctorate. The Masters Degree is included as a part of the requirement for advancement into Classes III, IV, and V of the salary schedule.

All certificated salary schedules and certificated individual salaries for the academic year 1974-75 shall be on a school or calendar month basis. All certificated employees, unless otherwise designated, shall be employed for ten (10) school months.

Counselors shall be employed for ten calendar months. Counselors' salaries shall be determined by their placement on the teachers salary schedule times the following ratio:

1st year - 1.010 2nd year - 1.040 3rd year - 1.070 4th year - 1.100 5th year - 1.130

GLENDALE COMMUNITY COLLEGE DISTRICT

INSTRUCTORS SALARY SCHEDULE - DEFINITIONS - 1974-1975

1. Instructors' salary schedule shall consist of 5 classes as follows:

Class I

a. Bachelor's degree, or
b. Vocational Credential with partial fulfillment of requirements

Class II

a. Bachelor's degree plus 42 units, or Master's Degree; or
b. Fully satisfied vocational credential

Class III

a. Bachelor's degree plus 56 units, including the Master's degree, or
b. Fully satisfied vocational credential plus 60 units (lower division, upper division, or both), 8 units of which may be approved work experience, or
c. Fully satisfied vocational credential plus Associate in Arts or Associate in Science degree

Class IV

a. Bachelor's degree plus 70 units, including the Master's degree, or
b. Fully satisfied vocational credential plus Bachelor's degree, and 12 units of either upper division or graduate work or 12 units of approved work experience after completion of Bachelor's degree.

Class V

a. Bachelor's degree plus 84 units, including the Master's degree, or earned Doctorate; or
b. Fully satisfied vocational credential plus Master's degree.

GROSSMONT COMMUNITY COLLEGE DISTRICT
El Cajon, California 92020
CERTIFICATED SALARY SCHEDULE
1974-75

STEPS	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1			$11887	$12794	$13701
2		$11474	12381	13288	14194
3	$11061	11968	12875	13781	14688
4	11555	12462	13368	14275	15182
5	12049	12955	13862	14768	15675
6	12542	13449	14355	15262	16169
7	13036	13942	14849	15756	16662
8	13529	14436	15343	16249	17156
9	14023	14930	15836	16743	17650
10	14517	15423	16330	17237	18143
11	15010	15917	16824	17730	18637
12	15504	16411	17317	18224	1913
13	15997	16904	17811	18717	19624
14	16491	17398	18304	19211	20118
18					20468
22		Steps 18 through 30 are $350			20318
26		longevity increments beyond			21168
30		Step 14, Class V			21518

Longevity steps in Class V shall be based on number of years full-time service in the District after attaining Step 14 on the Grossmont Community College District Certificated Salary Schedule.

Those with earned doctorates from accredited collegiate institutions will receive an additional $500 annually.

Certificated employees assigned to one extra month of service will be paid at the certificated salary schedule, plus 1/10.

Certificated employees assigned to two extra months of service will be paid at the certificated salary schedule, plus 2/10.

EXPLANATION OF CLASSES

Class I Members of certificated staff not eligible for higher class placement.
Class II Bachelor's degree plus 30 semester units* including master's degree.
Class III Bachelor's degree plus 45 semester units* including master's degree.
Class IV Bachelor's degree plus 60 semester units* including master's degree.
Class V Bachelor's degree plus 75 semester units* including master's degree.

*May include all upper division and graduate semester units and those lower division semester units which make a definite contribution to teaching competence, provided they are earned subsequent to the bachelor's.

ALTERNATE EXPLANATION FOR MEMBERS WITH VOCATIONAL CREDENTIALS

Instructors holding vocational credentials use this alternate only with District approval and agreeing to complete the program of study necessary to satisfy the requirements of the California State Plan for Vocational Education and as may be determined by the District. The Vocational Education Administration will assist in planning the program of study.

	Standard Designated Subjects Credential and/or California Community College Credential in Vocational Subject Area	Partial Fulfillment
Class I	Vocational credential holders not qualified for higher class placement.	Vocational credential holders not qualified for higher class placement.
Class II	A.A.	B.A.
Class III	B.A. + 15 semester units*	B.A. + 30 semester units*
Class IV	B.A. + 45 semester units*	B.A. + 45 semester units* incl. M.A. B.A. + 60 semester units*
Class V	B.A. + 45 semester units* including M.A. B.A. + 75 semester units*	B.A. + 60 semester units* incl. M.A.

REVISED

HARTNELL COLLEGE

156 Homestead Avenue
Salinas, California

1974 - 1975

CERTIFICATED SALARY SCHEDULE

STEP	COLUMN X * Less Than M.A.	COLUMN I M.A. or Equivalent	COLUMN II M.A.+30 or B.A.+60 w/M.A.	COLUMN III M.A.+60 or B.A.+90 w/M.A.	COLUMN IV DOCTORATE
1	10,119	11,976	12,661	13,345	14,029
2	10,683	12,607	13,292	13,976	14,661
3	11,250	13,239	13,924	14,607	15,291
4	11,816	13,871	14,556	15,240	15,923
5	12,383	14,502	15,188	15,872	16,556
6	12,949	15,135	15,819	16,503	17,188
7	13,514	15,766	16,451	17,134	17,819
8	14,082	16,397	17,083	17,767	18,450
9	14,646	17,030	17,713	18,398	19,082
10	15,213	17,661	18,347	19,030	19,715
11	15,780	18,293	18,976	19,663	20,346
12	---	18,925	19,608	20,293	20,977
13	---	---	20,241	20,925	21,609
14	---	---	---	21,558	22,242

A professional growth increment of $400 can be awarded every fourth year to those certificated staff members in the last step of Columns II, III, or IV after their satisfactory completion of planned four-year professional growth goals.

Adopted by the Governing Board April 16, 1974
Revised and adopted by the Governing Board June 18, 1974

GRH/PJP:jlh/cf

IMPERIAL COMMUNITY COLLEGE DISTRICT
Imperial Valley College

- Faculty Salary Schedule -
1974-1975

Step	I Less than Master's	II Bach.+30 or Master's	III Master's +15	IV Master's +30	V Master's +45
1	11,250	12,050	12,850	13,650	14,450
2	11,710	12,510	13,310	14,110	14,910
3	12,170	12,970	13,770	14,570	15,370
4	12,630	13,430	14,230	15,030	15,830
5	13,090	13,890	14,690	15,490	16,290
6	13,550	14,350	15,150	15,950	16,750
7	14,010	14,810	15,610	16,410	17,210
8	14,470	15,270	16,070	16,870	17,670
9	14,930	15,730	16,530	17,330	18,130
10	15,390	16,190	16,990	17,790	18,590
11	-	16,650	17,450	18,250	19,050
12	-	-	17,910	18,710	19,510
13	-	-	-	19,170	19,970
14	-	-	-	-	20,430
16	15,700	16,960	18,220	19,480	20,740
19	16,010	17,270	18,530	19,790	21,050
22	16,320	17,580	18,840	20,100	21,360

$800 increment added to Column V for Doctorate

1. In order for an employee to advance from Classification I (Bachelor's degree) to Classification II (Bachelor's + 30), he must attain prior approval of the courses to be taken and recognized under the same set of policies now applicable to other classifications.

2. Instructors with 5 years or more of experience will be placed on the 6th step.

3. Credits earned after the conferring of the Bachelor's or Master's degree must relate to the field of instruction.

4. Vocational instructors whose teaching area is in a field for which Master's degrees are not offered in California, may be placed in Classification III upon the attainment of a Bachelor's + 45.

5. For other information and interpretations of the schedules, see the Faculty Handbook.

5-16-74 rg

KERN COMMUNITY COLLEGE DISTRICT
1974 BASIC SALARY SCHEDULE
FACULTY

STEPS		CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	*Instructor*	10042	10809	11576	12344	13111
2		10446	11243	12040	12838	13635
3		10849	11677	12504	13332	14159
4		11253	12111	12968	13826	14683
5		11657	12544	13432	14320	15208
6		12060	12978	13896	14814	15732
7		12464	13412	14360	15308	16256
8		12868	13846	14824	15802	16780
9		13272	14280	15288	16296	17304
10		13675	14714	15752	16790	17829
11		14079	15147	16216	17284	18353
12		14483	15581	16680	17778	18877
13		14886	16015	17144	18272	19401
14		15290	16449	17608	18766	19925
		Assistant Professor	*Associate Professor*		*Professor*	

CLASS PLACEMENT

Class I
(a) Bachelor's Degree, and/or
(b) Appropriate Credential

Class II
(a) Master's Degree, or
(b) Bachelor's Degree plus Forty-Five Approved Semester Units, or
(c) Appropriate Credential (Life) plus Forty-Five Approved Semester Units

Class III
(a) Bachelor's Degree plus Sixty Approved Semester Units, including the Master's Degree, or
(b) Bachelor's Degree plus Seventy-Five Approved Semester Units, or
(c) Appropriate Credential (Life) plus Seventy-Five Approved Semester Units

Class IV
(a) Master's Degree plus Forty-Four Approved Semester Units (Staff employed as of August 31, 1971, have option of Bachelor's Degree plus Ninety Approved Semester Units, including the Master's Degree)

Class V
(a) Earned Doctorate or LL.B.

LASSEN COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE
Adopted: February 19, 1974

	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
STEP	BA	BA + 15	BA + 30	BA + 45	BA + 60 or MA
1	$ 7,950	$ 8,347	$ 8,877	$ 9,540	$ 10,335
2	8,479	8,877	9,407	10,202	11,129
3	9,010	9,407	9,939	10,865	11,925
4	9,540	9,939	10,468	11,527	12,719
5			10,998	12,191	13,515
6			11,527	12,853	14,310
7				13,515	15,105
8				14,045	15,900
9					16,695
10					17,490

$500 Additional for Earned Doctorate

SUMMER SESSION SALARIES:

3 1/3% X each Carnegie Unit X .75 at the teachers current placement on the above salary schedule. (Adopted by the Governing Board, June 6, 1972.)

EVENING DIVISION HOURLY RATES:

STEP I	STEP II	STEP III	STEP IV	STEP V
$ 9.95	$ 10.77	$ 11.59	$ 12.41	$ 13.24

Evening Division salary placement and advancement will result from crediting two semesters Lassen Community College District teaching experience as one year of service.

College Year 1974-75

1,2,3

Approved: 6-24-74

SCHEDULE 1

LONG BEACH COMMUNITY COLLEGE DISTRICT INSTRUCTIONAL SCHEDULE

(10 school months)

STEP	SCALE B Less than Master's Degree (14-02-)	SCALE C Master's Degree (14-03-)	SCALE D 1 yr. above Master's (BA+56 units & MA or MA + 28 units) (14-04-)	SCALE E 2 yr. above Master's (BA+84 units & MA or MA + 56 units) (14-05-)	SCALE F Ph.D. or Equivalent Degree (14-06-)
1	$11122	$11770	$12478	$13246	$14306
2	11712	12360	13068	13836	14896
3	12302	12950	13658	14426	15486
4	12892	13540	14248	15016	16076
5	13482	14130	14838	15606	16666
6	14072	14720	15428	16196	17256
7	14662	15310	16018	16786	17846
8	15252*	15900*	16608*	17376*	18436*
9	15842	16490	17198	17966	19026
10	16432x	17080	17788	18556	19616
11	17022	17670	18378	19146	20206
12		18260	18968	19736	20796
13			19558	20326	21386
14				20916	21976

* Maximum entrance salaries

x Maximum for less than 1 year above Bachelor's degree

Credit for Previous Experience

Step 1 - No previous experience
Step 2 - One year of previous experience
Step 3 - Two years of previous experience
Step 4 - Three years of previous experience
Step 5 - Four years of previous experience
Step 6 - Five years of previous experience
Step 7 - Six years of previous experience
Step 8 - Seven or more years of previous experience

[1] All faculty members, including counselors, librarians, and nurse inspectors, are paid on this schedule. Department heads are paid on this basic schedule plus additional amounts as indicated in Schedule 2. Head counselors, head librarian, and certificated personnel in charge of activities are paid on this basic schedule plus additional amounts as indicated in Schedule 3.

[2] See pages 6 - 11 for salary regulations and explanations concerning placement on salary schedules.

[3] Members of the City College faculty are expected to have at least a Master's degree or the equivalent thereof. There shall be no exceptions in any field except in unusual circumstances in the vocational - trade and technical areas. If an exception becomes necessary in employing a teacher in the vocational - trade and technical area and the teacher employed for a particular assignment does not have a Master's degree or the equivalent, he shall be placed on Scale B.

LOS ANGELES COMMUNITY COLLEGES

1974-75 Certificated Salary Schedules and Rates

Rates indicated are basic rates for a four-week pay-period month, unless otherwise indicated, and are subject to change for the academic year 1975-76.

I. Preparation Salary Schedule (Day Assignments: Monthly-rate Instructors, Coordinating Instructors, Counselors, Instructor-Advisors, Librarians, Nurses, Department Chairmen, and Long-Term Substitutes)

NOTES: To the rates below add $50 for a doctor's degree or a certificate. (See Board Rule 10535).
"Pts." refers to points, a point is equivalent to one semester unit for 1.5 quarter units.

RATING IN Years Exp.	STEP	COL. A Min Prep.	COL. B Min. + 30 Pts or MA	COL. C Min. + 50 Pts or MA + 20 Pts	COL. D Min + 70 Pts or MA + 40 Pts *	COL. E Min. + 90 Pts or MA + 60 Pts
0 or 1	1	$1,067	$1,123	$1,181	$1,244	$1,309
2 or 3	2	1,110	1,169	1,229	1,293	1,361
4 or 5	3	1,156	1,216	1,279	1,346	1,416
6 or 7	4	1,203	1,265	1,331	1,400	1,472
8 or 9	5	1,253	1,317	1,385	1,457	1,531
10 or 11	6	1,305	1,372	1,442	1,515	1,592
12 or 13	7	1,359	1,428	1,500	1,576	1,654
14 or more*	8	1,416	1,487	1,561	1,639	1,720
	9	1,474	1,548	1,624	1,705	1,788
	10	1,535	1,610	1,690	1,773	1,858
	11				1,843	1,931
	12					2,005

Maximum rate + one career increment	2,055
Maximum rate + one career increment + a Dr. or Certificate differential	2,105
Maximum rate + two career increments	2,105
Maximum rate + two career increments + a Dr. or Certificated differential	2,155

A. Step & Column Placement, Career Increments and Degree Differential

1. Step Placement. New employees are placed on the first step on the first column of the schedule until evidence of experience is submitted and evaluated. (See PG: B 358 for information concerning acceptable experience.)

2. Column Placement. New employees are placed on the first column of the salary schedule until evidence of preparation (training) is submitted and evaluated. An employee may be allocated up to and including Column D. Minimum preparation requirements are: 120 college semester units or 180 quarter united included in a bachelor's degree from an accredited college or university; or possession of certain Industrial Arts or Vocational Arts credential. A "point" is the equivalent of one semester unit or 1.5 quarter units of college study completed since the date of meeting minimum preparation requirements.

LOS RIOS COMMUNITY COLLEGE DISTRICT
1974-75 FACULTY SALARY SCHEDULE

STEP	CLASS I	CLASS II	CLASS III
1	$11,511	$12,662	$13,814
2	11,983	13,182	14,379
3	12,469	13,716	14,962
4	12,967	14,264	15,561
5	13,478	14,827	16,175
6	14,004	15,405	16,805
7	14,544	15,999	17,453
8	15,096	16,607	18,116
9	15,662	17,229	18,796
10	16,243	17,867	19,491
11	16,834	18,519	20,202
12	--	--	20,930*

CLASS I: Master's Degree or equivalent (see reverse side)

CLASS II: Master's Degree or equivalent and 24 semester units after completion of requirements for Master's; or Master's Degree or equivalent and 54 semester units after completion of requirements for Bachelor's Degree.

CLASS III: Master's Degree or equivalent and 48 semester units after completion of requirements for Master's Degree or equivalent; or Master's Degree or equivalent and 78 semester units after completion of requirements for Bachelor's Degree.

RATING IN: Experience credit will be granted on a year-for-year basis for prior college teaching or vocational experience related to the assignment up to a maximum of 7 years or Step 8. Elementary or high school teaching experience credit will be granted on a year-for-year basis for the first four years of teaching experience and on a one-for-every-two-year basis for each succeeding year up to a maximum of 7 steps or Step 8.

Personnel who do not hold a Master's Degree or its equivalent will be paid 90% of Class I.

Personnel holding an earned doctorate will be placed on their proper step of Class III and given an additional 10% of Step 1, Class III.

*Personnel will be granted a 1%, 2%, 3% and 4% increment for the four years after serving one year on Step 12, Class III.

9/4/74

Adopted 10/30/74

MARIN COMMUNITY COLLEGE DISTRICT

Certificated Salary Schedule 1974-75
Effective July 1, 1974

Steps	Class I	Class II	Class III	Class IV**
1	11,412	12,224	12,879	13,529
2	12,046	12,861	13,514	14,167
3	12,682	13,497	14,150	14,802
4	13,318	14,133	14,784	15,439
5	13,953	14,770	15,420	16,073
6	14,591	15,406	16,058	16,709
7	15,226	16,040	16,692	17,345
8	15,862	16,674	17,329	17,978
9	16,496	17,310	17,963	18,616
10	17,133	17,947	18,600	19,252
11	17,767	18,583	19,235	19,888
12	18,404	19,219	19,870	20,523
13	19,040	19,855	20,507	21,158
16*	19,240	20,055	20,707	21,558
20*	19,440	20,255	20,907	21,958
24*	19,640	20,455	21,107	22,358

1. Class I — Bachelor's degree or partial fulfillment of a Vocational Credential.
   Class II — Master's degree or clear Vocational Credential.***
   Class III — Master's degree plus 30 semester hours subsequent to the date of the Master's degree or Bachelor's degree plus 60 semester hours with Master's degree or clear Vocational Credential plus 30 semester hours subsequent to the clear Vocational Credential.***
   Class IV — Master's degree plus 60 semester hours subsequent to the date of the Master's degree or Bachelor's degree plus 90 semester hours with Master's degree or clear Vocational Credential plus 60 semester hours subsequent to the date of the clear Vocational Credential.***

Special Conditions

Regular contract employees (certificated staff members employed 60 percent or more of full time) as of May 2, 1973 are eligible for salary adjustments under the following conditions:

Holders of the Bachelor's degree may advance to Column II with the AB + 30 units (including a clear Credential), to Column III with the AB + 60 units (including a clear Credential), Column IV with the AB + 90 units (including a clear Credential).

Regular contract members of the certificated staff employed after May 2, 1973 are not eligible to receive salary adjustments under these special conditions. Any exception, under which an employee hired after May 2, 1973 would receive salary adjustments under these special conditions, would be only by official affirmative action taken by the Board of Trustees.

***Vocational Class A Credential (clear)
Standard Designated Subject Credential (clear)
California Community College Credential (clear)

Certificated Salary Schedule 1974-75

2. Step 7 is highest entering step for teachers new to the system.

3. A $1,000 bonus is paid once for receiving earned Doctorate while employed by the District. Any staff member receiving such an award must agree to remain under contract to the District for two years after the award is granted, such guarantee to be enforced by a surety bond.

4. *Supermaximum Steps: $200 additional in Classes I, II, III, and $400 additional in Class IV, (included in schedule above) commencing at Step 16 and every fourth step thereafter; however, regardless of the number of years of service, the highest step placement as of 1972-73 is Step 16. Also, regardless of the number of years of service, advancement above Step 16 will be granted after completion of each subsequent four years of service; Step 20 in 1975-76, and Step 24 in 1979-80.

5.**$500 additional for earned Doctorate.

Adopted 8/7/74

MENDOCINO COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE

1974 - 1975

	A	B	C	D	E	F	G
Step	B. A.	B.A.+15	M. A.	M.A.+15	M.A.+30	M.A.+45	Doctorate
1.	9,650	10,229	10,808	11,387	11,966	12,545	13,124
2.	10,229	10,808	11,387	11,966	12,545	13,124	13,703
3.	10,808	11,387	11,966	12,545	13,124	13,703	14,282
4.	11,387	11,966	12,545	13,124	13,703	14,282	14,861
5.	11,966	12,545	13,124	13,703	14,282	14,861	15,440
6.	12,545	13,124	13,703	14,282	14,861	15,440	16,019
7.	13,124	13,703	14,282	14,861	15,440	16,019	16,598
8.	13,703	14,282	14,861	15,440	16,019	16,598	17,177
9.	14,282	14,861	15,440	16,019	16,598	17,177	17,756
10.	14,861	15,440	16,019	16,598	17,177	17,756	18,335
11.	15,440	16,019	16,598	17,177	17,756	18,335	18,914
12.	16,019	16,598	17,177	17,756	18,335	18,914	19,493

HOURLY INSTRUCTOR SALARY SCHEDULE

A	B	C	D	E	F	G
9.38	10.01	10.51	11.07	11.63	12.20	12.76

Instructors will receive year for year credit on the salary schedule for teaching experience and one year credit for each two years of related work experience. Maximum initial placement on the salary schedule shall be Step 6 of the appropriate class. All instructors must hold a valid California teaching credential appropriate for the community college.

Merced Community College District
1974 CERTIFICATED SALARY GUIDE
Effective February 1, 1974

STEP	CLASS I B.A. or Initial Vocational Credential	CLASS II M.A. or Initial Vocational Credential including Bachelor's degree, or Full Vocational Credential	CLASS III B.A. + 45 units including M.A., or M.A. + 15, or Full Vocational Credential including Bachelor's degree, or Initial Vocational Credential plus Master's degree	CLASS IV B.A. + 60 units including M.A., or M.A. + 30, or Class III plus 15 units, or Full Vocational Credential plus Master's	CLASS V B.A. + 75 units including M.A., or M.A. + 45
1	9820	10802	11295	11785	12275
2	10311	11295	11785	12275	12766
3	10802	11785	12275	12766	13258
4	11295	12275	12766	13258	13749
5	11785	12766	13258	13749	14241
6	12275	13258	13749	14241	14754
7	12766	13749	14241	14754	15267
8	13258	14241	14754	15267	15783
9	13749	14754	15267	15783	16299
10	14241	15267	15783	16299	16816
11		15783	16299	16816	17336
12			16816	17336	17856
13				17856	18378
14					18902
18*					*19429

Earned Doctorate: Add $750
*Eligibility specified in Board Policy 4140c

Approved: February 5, 1974

Business Office
6-19-74

BOARD APPROVED: 6-17-74
EFFECTIVE: 7-1-74

MONTEREY PENINSULA COMMUNITY COLLEGE DISTRICT

CONTRACT TEACHING SCHEDULE
1974-75

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	STEP
1	$10105	$11032	$11958	$12884	$13811	1
2	10667	11594	12520	13446	14372	2
3	11228	12155	13081	14008	14934	3
4	11789	12716	13642	14569	15495	4
5	12352	13278	14204	15130	16056	5
6	12913	13839	14765	15692	16618	6
7	13474	14400	15326	16253	17179	7
8	*14035*	14961	15889	16815	17740	8
9	*14596*	15523	16450	17376	18302	9
10	*15157*	16084	17011	17937	18863	10
11	*15718*	*16645*	17573	18499	19426	11
12	*16279*	*17206*	18134	19060	19987	12
15	*16840*	*17767*	18695	19621	20548	15
18	*17401*	*18220*	*19256*	20183	21110	18
21	*17962*	*18889*	*19817*	20744	21671	21
24	*18523*	*19450*	*20378*	21305	22232	24
27	*19084*	*20011*	*20939*	*21867*	22794	27
30	*19645*	*20573*	*21500*	*22428*	23355	30

1. An annual bonus of $795 will be added to Col. V for a faculty member with an earned doctorate.

2. The maximum salary at which a new faculty member may be hired is Step 5 in the appropriate column of the schedule.

3. Italicized amounts may be used only for faculty members in such an appropriate step and column on July 1, 1973. Such individuals shall continue to advance to the next step of the appropriate column upon presentation and initiation of a plan acceptable to the Professional Recognition Committee and the Dean of Instruction. In addition the individual must make progress toward lateral column movement which is acceptable to the Professional Recognition Committee and the Dean of Instruction. This paragraph is effective until August 1, 1976.

REQUIREMENTS FOR PLACEMENT ON COLUMNS

I	II	III	IV	V
		BA + 30 sem. units or MA	MA included in BA + 60 sem. units	MA included in BA + 90 sem. units
Adult Ed. Credential	BA	Unincumbered Class A Vocational Cred. including 30 sem. units	Unincumbered Class A Vocational Cred. including 60 sem. units	Unincumbered Class A and a BA
Standard Designated Subject Credential		BA + 2 yr. occ. exp. & partially fulfilled Com. Col. Cred.	BA + 2 yr. occ. exp. + 30 sem. units incl. fully satisfied Com. Col. Cred.	MA included in BA + occ. exp. + 60 sem. units & fully sat. Com. Col. Cred.
	AA + 4 yr. occ. exp. & partially fulfilled Com. Col. Cred.	AA + 4 yr. occ. exp. + 30 sem. units including fully satisfied Com. Col. Cred.	AA + 4 yr. occ. exp. + 60 sem. units incl. fully sat. Com. Col. Cred.	BA + 4 yr. occ. exp. + 30 sem. units incl. fully satisfied Com. Col. Cred.
High School + 6 yr. occ. exp. & ful. satisfied Com. Col. Cred.	H. Sch. + 6 yr. occ. exp. + 30 sem. units & ful. satisfied Com. Col. Cred.	Same as preceding except 60 sem. units	Same as preceding except 90 sem. units	Same as preceding except BA incl.

Experience credited to meet requirements of Com. Col. Cred. equated as: 1 year = 15 sem. units

Occ. exp. used to qualify for the Com. Col. Cred. & placement on the approp. column of the salary schedule will not also be used for step placement of lateral movement on the salary schedule.

CERTIFICATED SALARY SCHEDULE
MT. SAN ANTONIO COLLEGE
1974 - 1975

Salary shown is on a monthly rate. Teachers are regularly employed on a 10-month basis.

Step	Col. I (B.A.)	Step	Col. II (M.A.)	Step	Col. III (BA & 60 units including MA)	Step	Col. IV (Earned Doctorate or BA & 80 units including MA)
1	$1,110	1	$1,195	1	$1,280	1	$1,365
2	1,177	2	1,262	2	1,347	2	1,432
3	1,244	3	1,329	3	1,414	3	1,499
4	1,311	4	1,396	4	1,481	4	1,566
5	1,378	5	1,463	5	1,548	5	1,633
6	1,445	6	1,530	6	1,615	6	1,700
7	1,512	7	1,597	7	1,682	7	1,767
		8	1,664	8	1,749	8	1,834
		9	1,731	9	1,816	9	1,901
				10	1,883	10	1,968
				11	1,950	11	2,035
						12	2,102
						13	2,169

One service increment of $67 monthly shall be added after serving five years or more at the top step of any column.

Placement on the salary schedule shall be based on (1) degrees and/or vocational qualifications, (2) acceptable graduate units (semester units), (3) prior teaching, and (4) teaching at Mt. San Antonio College.

Column I

(1) B.A. and California Credential, or
(2) Eligibility under the California State Plan for Vocational Education and California Credential.

Column II

(1) B.A. and M.A. and California Credential, or
(2) Completed vocational qualifications** and California Credential.

Column III

(1) B.A. and California Credential and 60 acceptable graduate semester units including M.A., or
(2) Vocational qualifications** as in Column II plus B.A. and California Credential.

Column IV

(1) Earned doctorate and California Credential, or
(2) B.A. and California Credential and 80 acceptable graduate semester units including M.A. Twenty units must have been completed within the last 10 years, and 10 units must be completed while placed on Column III, or
(3) Vocational qualifications** plus B.A. and M.A. and California Credential. The M.A. degree must include a major or minor directly related to the teaching assignment, or
(4) Vocational qualifications** and California Credential plus B.A. plus 40 semester units beyond those required for placement on Column III, 30 of which shall be approved by the Director of Occupational Education. Participation in institutes or symposia conducted by industry, approved in advance, will be equated on the basis of 18 clock hours equalling one semester unit of credit.

**Placement on the salary schedule with vocational qualifications shall be made only if all the qualifications listed below are required by College policy for the teaching assignment:

(1) Meet the standards of the California State Plan for Vocational Education, as specified in Section 1.32-9a2.
(2) Hold a valid credential authorizing the teaching of the specific vocational subject assigned which shall be named on the credential.
(3) Have completed at least 12 semester units of course work approved by the Director of Occupational Education dealing with instructional processes, principles and practices of vocational education.
(4) Provide evidence of occupational proficiency based upon at least seven years of bona fide work experience in the occupation to be taught.

Substitute Instructors

(1) The daily rate for substitute instructors shall be 1/20th of Column I, Step 1 of the Certificated Salary Schedule.
(2) The hourly rate is based upon the Evening Division Salary Schedule.
(3) Compensation for substitute teachers will be determined at time of employment at an hourly or daily rate. Long-term substitutes are those employed for one semester or longer and will be placed on the appropriate column and step of the salary schedule.

Prior Teaching Credit

One step credit shall be allowed for each year of prior teaching experience up to a maximum of three steps credit (Step 4 maximum placement). This shall apply to all columns. There shall be no teaching experience prerequisites for any columns.

Adopted June 20, 1974

MT. SAN JACINTO COLLEGE
CERTIFICATED SALARY SCHEDULE
*Full-Year 1974-75

	I	II	III	IV	V	VI
1.	13,786	14,629	15,471	16,313	17,156	17,998
2.	14,418	15,261	16,103	16,944	17,788	18,630
3.	15,050	15,893	16,735	17,577	18,420	19,262
4.	15,682	16,525	17,367	18,209	19,052	19,894
5.	16,314	17,157	17,999	18,841	19,684	20,526
6.	16,946	17,789	18,631	19,473	20,316	21,158
7.	17,578	18,421	19,263	20,105	20,948	21,790
8.	18,210	19,053	19,895	20,737	21,580	22,422
9.	18,842	19,685	20,527	21,369	22,212	23,054
10.	19,474	20,317	21,159	22,001	22,844	23,686
11.		20,949	21,791	22,633	23,476	24,318
12.		21,581	22,423	23,265	24,108	24,950
13.			23,055	23,897	24,740	25,582
14.			23,687	24,529	25,372	26,214

Definition of Classes:

Class I	MA and credential, or encumbered SDS credential or Class "A" Vocational Credential.
Class II	MA + 12 semester units and credential or an unencumbered SDS credential, or an encumbered SDS credential and BA, or 60 semester units including the unencumbered Class "A" credential.
Class III	MA + 24 semester units and credential, or 120 semester units including the unencumbered SDS or Class "A" credential.
Class IV	MA + 36 semester units and credential.
Class V	MA + 48 semester units and credential.
Class VI	Earned doctorate and credential.

Maximum of five years teaching experience will be allowed for entry into this schedule.

If three years or more of work experience in an occupation are required for the Vocational Credential requested by this College, then three years of such experience will be accepted for initial placement on this schedule and in addition, teaching experience will be credited up to five years.

Only units earned at an accredited college or university will be accepted and applied toward salary increments. Unless the Superintendent approved of an exception, all units credited to an instructor's salary increment must lead toward and fulfill the requirements of an advanced degree in the field in which the instructor is assigned to teach.

Full time instructors may have credited for salary schedule advances, a maximum of 12 units per year, including not more than three units earned during each Spring and each Fall semester.

43

*Includes 12 Holidays and three weeks vacation.

NAPA COMMUNITY COLLEGE DISTRICT

Certificated Salary Schedule

1974-75

Step	Amount
1	$10,315
2	11,064
3	11,813
4	12,562
5	13,311
6	14,060
7	14,809
8	15,558
9	16,307
10	17,056
11	17,805
12	18,554
13	19,303
14	20,052

Business Office
7/12/74

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT
FULL-TIME TEACHING SALARY SCHEDULE
April 24, 1974

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1	$10,043	$10,664	$11,285	$11,906	$12,527	$13,148	$13,769
2	10,664	11,285	11,906	12,527	13,148	13,769	14,390
3	11,285	11,906	12,527	13,148	13,769	14,390	15,011
4	11,906	12,527	13,148	13,769	14,390	15,011	15,632
5	12,527	13,148	13,769	14,390	15,011	15,632	16,253
6	13,148	13,769	14,390	15,011	15,632	16,253	16,874
7	13,769	14,390	15,011	15,632	16,253	16,874	17,495
8	14,390	15,011	15,632	16,253	16,874	17,495	18,116
9	15,011	15,632	16,253	16,874	17,495	18,116	18,737
10		16,253	16,874	17,495	18,116	18,737	19,358
11		16,874	17,495	18,116	18,737	19,358	19,979
12			18,116	18,737	19,358	19,979	20,600

DESCRIPTION

Class I
Bachelor's Degree
Special Credential
Vocational Credential (Partial Fulfillment)*

Class II
General Secondary/Junior College Credential
Bachelor's Degree plus 28 semester units
Vocational Credential (**)

Class III
Master's Degree
Bachelor's Degree plus 44 semester units
General Secondary/Junior College Credential plus 14 semester units
Vocational Credential (**) plus 14 semester units
Bachelor's Degree and Vocational Credential (Partial Fulfillment)*

Class IV
Master's Degree plus 14 semester units
Bachelor's Degree plus 44 semester units including a Master's Degree
Bachelor's Degree plus 58 semester units
Vocational Credential (**) plus 28 semester units
Bachelor's Degree plus 14 semester units plus Vocational Credential (Partial Fulfillment)*

Class V
Master's Degree plus 28 semester units
Bachelor's Degree plus 58 semester units including a Master's Degree
Bachelor's Degree plus 72 semester units
Vocational Credential (**) plus 42 semester units

Class VI
Master's Degree plus 42 semester units
Bachelor's Degree plus 72 semester units including a Master's Degree
Bachelor's Degree and Vocational Credential (**) plus 14 semester units

Class VII
Master's Degree plus 56 semester units
Bachelor's Degree plus 86 semester units including a Master's Degree
Bachelor's Degree and Vocational Credential (**) plus 28 semester units

*Formerly called non-permanent Vocational Class A Credential
**One of the following:
(1) Vocational Class A or Class B Credential (Clear)
(2) Standard Designated Subjects Vocational T&T Credential (Clear)

The earned doctorate will be rewarded with an additional amount of $826, pursuant to prior schedule's stipulations.

OCEANSIDE-CARLSBAD COMMUNITY COLLEGE DISTRICT
Certificated Salary Schedule
Adopted by the Governing Board May 21, 1974
Effective July 1, 1974

1974-75

STEP	CLASS I	CLASS II	CLASS III	CLASS IV
1.	$10,210	$ 10,750	$ 11,330	$ 11,990
2.	10,790	11,330	11,910	12,570
3.	11,370	11,910	12,490	13,150
4.	11,950	12,490	13,070	13,730
5.	12,530	13,070	13,650	14,310
6.	13,110	13,650	14,230	14,890
7.	13,690	14,230	14,810	15,470
8.	14,270	14,810	15,390	16,050
9.	14,850	15,390	15,970	16,630
10.	15,430	15,970	16,550	17,210
11.		16,550	17,130	17,790
12.		17,130	17,710	18,370
13.		17,710	18,290	18,950
14.		18,290	18,870	19,530

The holder of an earned Doctorate Degree shall receive $750 in addition to his regular salary (maximum: $20,280.)

4/18/74

ARTICLE II CERTIFICATED PERSONNEL

Section 2005 CERTIFICATED SALARY CLASS DESCRIPTION

CLASS I Bachelor's Degree plus 24 semester units of EITHER approved courses taken after completion of B.A. requirements and a California Community College Instructor Credential (Partial Fulfillment) * OR a California Community College Instructor Credential in subject matter areas based on occupational experience (Partial Fulfillment) *

CLASS II Master's Degree or Bachelor's Degree plus 36 semester units of EITHER approved courses taken after completion of B.A. requirements and a California Community College Instructor Credential (Fully Satisfied) * OR a California Community College Instructor Credential in subject matter areas based on occupational experience (Fully Satisfied) *

CLASS III Master's Degree with a total of 48 semester units of EITHER approved courses taken after completion of B.A. requirements and a California Community College Instructor Credential (Fully Satisfied) * OR a Bachelor's Degree plus 48 semester units of approved courses taken after completion of B.A. requirements and a California Community College Instructor Credential in subject matter areas based on occupational experience (Fully Satisfied) *

CLASS IV Master's Degree with a total of 72 semester units of EITHER approved courses taken after completion of B.A. requirements and a California Community College Instructor Credential (Fully Satisfied) * OR a Bachelor's Degree plus 72 semester units of approved courses taken after completion of B. A. requirements and a California Community College Instructor Credential in subject matter areas based on occupational experience (Fully Satisfied) *

*All California credentials that were acceptable under previous credential structures are still acceptable if valid.

ADOPTION HISTORY

9/15/70
Revised 2/16/71, 6/26/74

REFERENCES

A7 Board Policy 4008.1

PALOMAR COLLEGE
PALOMAR COMMUNITY COLLEGE DISTRICT
San Marcos, California

SALARY SCHEDULE

The following salary schedule was adopted by the Governing Board of Palomar Community College District on September 24, 1974. It is formed on the principles underlying earlier salary schedules that academic training and teaching experience shall form the basic elements for salary determination. Supervisory or administrative responsibilities and services for greater than ten calendar months are the basis for increments to the basic schedule. This schedule shall become effective on November 1, 1974.

Salary credit will be granted for the completion of any upper division or graduate level course work at an accredited institution, with transcripts of units of credit.

Base Salary Five classes of base salaries are defined, and all other adjustments in the salary are based upon these levels of base salary by means of multiplying factors. The base salaries are computed on academic preparation and/or credential requirements and are defined as follows:

Class A	Persons who hold a Bachelor degree, or Vocational credential (full-time partial fulfillment)	$10,342
Class B	Persons who hold a Bachelor degree + 24 semester units of college work acquired after receiving the Bachelor degree, or Vocational credential (full-time clear)	$10,989
Class C	Persons who possess a Master degree or Vocational credential (full-time clear) + 24 units subsequent to fulfillment of credential	$11,636
Class D	Persons who hold a Bachelor degree + 48 semester units of college work acquired after receiving the Bachelor degree, and who, in addition, hold a Master degree	$12,283
Class E	Persons who possess a Bachelor degree + 72 semester units of college work acquired after receiving the Bachelor degree, and who, in addition, hold a Master degree	$12,930
	Persons who possess an earned Doctorate degree receive $500 in addition.	

Palomar (continued)

CERTIFICATED EMPLOYEES SALARY SCHEDULE

Approved by the Governing Board on September 24, 1974

10% increase over 1973 — Add $500

	A	B	C	D	E	E+
1	10.94 10,342	10.94 10,989	10.94 11,636	10.94 12,283	10.94 12,930	10.94 13,430
2	10.94 10,989	10.94 11,636	10.94 12,283	10.94 12,930	10.94 13,577	10.94 14,077
3	10.94 11,636	10.94 12,283	10.94 12,930	10.94 13,577	10.94 14,224	10.94 14,522
4	10.94 12,283	10.94 12,930	10.94 13,577	10.94 14,224	10.94 14,870	11.31 15,370
5	10.94 12,930	10.94 13,577	10.94 14,224	10.94 14,870	11.42 15,516	11.79 16,016
6	10.94 13,577	10.94 14,224	10.94 14,870	11.42 15,516	11.90 16,162	12.26 16,662
7	10.94 14,224	10.94 14,870	11.42 15,516	11.90 16,162	12.37 16,808	12.74 17,308
8	10.94 14,870	11.42 15,516	11.90 16,162	12.37 16,808	12.85 17,454	13.21 17,954
9	11.42 15,516	11.90 16,162	12.37 16,808	12.85 17,454	13.32 18,100	13.69 18,600
10	11.90 16,162	12.37 16,808	12.85 17,454	13.32 18,100	13.80 18,746	14.17 19,246
11		12.85 17,454	13.32 18,100	13.80 18,746	14.27 19,392	14.64 19,892
12		13.32 18,100	13.80 18,746	14.27 19,392	14.75 20,038	15.12 20,538
13 16	thru	13.80 18,746	14.27 19,392	14.75 20,038	15.22 20,684	15.59 21,184
17 20	thru	14.27 19,392	14.75 20,038	15.22 20,684	15.70 21,330	16.07 21,830
21 24	thru	14.75 20,038	15.22 20,684	15.70 21,330	16.17 21,976	16.54 22,476
25		15.22 20,684	15.70 21,330	16.17 21,976	16.65 22,622	17.02 23,122
	20% Base 2,068	2,198	2,327	2,457	2,586	2,686
	30% Base 3,103	3,297	3,491	3,685	3,879	4,029

Standard increment $646 or $647 depending on roundoff

Hourly rate equals annual salary times .000736

OFFICE OF THE PRESIDENT
PALO VERDE COLLEGE
BLYTHE, CALIFORNIA 92225

4141.1(a)

Personnel: Professional

Compensation

Salaries o-Instructors

CERTIFICATED STAFF BASIC SALARY SCHEDULE
1974-75

	Experience Step	Base Salary
	1	$ 8,232.
	2	8,602.
	3	8,990.
	4	9,394.
	5	9,817.
	6 *	10,259.
	7	10,720.
	8 **	11,203.
	9	11,707.
	10 **	12,234.
	11	12,784.
	12	13,359.
*See Provision 5a	15***	14,034
**See Provision 5b	18***	14,709.

*** Anniversary Increment

PASADENA AREA COMMUNITY COLLEGE DISTRICT

OFFICIAL SALARY SCHEDULE FOR CERTIFICATED PERSONNEL
Effective July 1, 1974

TENTHLY PAYMENT

STEP Years of Exper.*	CLASS A Ca.CC Partial Fulfillment	CLASS B Ca.CC Life Cred.	CLASS C I. BA + 54** (Incl. MA) or MA + 18** / II. Life + 18** (Incl. AA or Equivalent***)	CLASS D I. BA + 72** (Incl. MA) or MA + 36** / II. Life + 36** (Incl. BA or BS)	CLASS E I. BA + 90** (Incl. MA) or MA + 54** / II. Life + 54** (Incl. MA or MS)	Dr's Degree
1	926.00	995.45	1,064.90	1,134.35	1,203.80	1,342.70
2	995.45	1,064.90	1,134.35	1,203.80	1,273.25	1,412.15
3	1,064.90	1,134.35	1,203.80	1,273.25	1,342.70	1,481.60
4	1,134.35	1,203.80	1,273.25	1,342.70	1,412.15	1,551.05
5	1,203.80	1,273.25	1,342.70	1,412.15	1,481.60	1,620.50
6	1,273.25	1,342.70	1,412.15	1,481.60	1,551.05	1,689.95
7 *	1,342.70	1,412.15	1,481.60	1,551.05	1,620.50	1,759.40
8	1,412.15	1,481.60	1,551.05	1,620.50	1,689.95	1,828.85
9	1,481.60	1,551.05	1,620.50	1,689.95	1,759.40	1,898.30
10	1,551.05	1,620.50	1,689.95	1,759.40	1,828.85	1,967.75
11	1,551.05	1,620.50	1,759.40	1,828.85	1,898.30	2,037.20
12	1,551.05	1,620.50	1,759.40	1,828.85	1,967.75	2,106.65
13	1,551.05	1,620.50	1,759.40	1,828.85	1,967.75	2,106.65
14	1,551.05	1,620.50	1,759.40	1,828.85	1,967.75	2,106.65
15	1,620.50	1,689.95	1,828.85	1,898.30	2,037.20	2,176.10
16	1,620.50	1,689.95	1,828.85	1,898.30	2,037.20	2,176.10
17	1,620.50	1,689.95	1,828.85	1,898.30	2,037.20	2,176.10
18	1,689.95	1,759.40	1,898.30	1,967.75	2,106.65	2,245.55

CLASSES C, D, E (Category I)

Teachers in subject matter areas in which a Bachelor's Degree or higher is offered.

CLASSES C, D, E (Category II)

Teachers in subject matter areas in which no Bachelor's Degree is offered (see reverse side).

* Initial step placement based on experience beyond that required for the credential. Double line indicates maximum limit for initial employment. Employee must serve 3/4 of a year to qualify for the next step.
(Placement of employees with credential issued prior to January 1, 1971, will be evaluated on an individual basis.)

** Semester units

*** 60 semester units

Peralta (continued)

COLUMN A

1. Masters degree, or

2. A.B. plus 45 units or equivalencies, or

3. Class A or DSC based upon seven years of experience including one year in the last three, with three years at journeyman level, or

4. DSC based on three years of experience plus A.B.

COLUMN B

1. Masters degree with 45 units or equivalencies completed after the A.B., or

2. A.B. plus 60 units or equivalencies, or

3. Class A or DSC (7 year) plus 30 units or equivalencies, or

4. DSC (3 year) with A.B. plus 15 units.

COLUMN C

1. Masters degree with 60 units or equivalencies after A.B., or

2. Class A or DSC (7 year) plus A.A. degree, or 75 units or equivalencies, or

3. DSC (3 year) with M.A.

COLUMN D

1. Masters degree with at least 75 units or equivalencies completed after the A.B., or

2. Class A or DSC (7 year) with A.A. plus 30 units or equivalencies, or

3. DSC (3 year) with M.A. plus 45 units or equivalencies completed after the A.B.

COLUMN E

1. Earned Doctorate or

2. Masters degree with 90 units or equivalencies completed after the A.B., or

3. Class A or DSC (7 year) plus A.B.

4. DSC (3 year) with M.A. plus 60 units or equivalencies completed after A.B.

NOTE: "Units" as used in this schedule refers to SEMESTER UNITS. To determine semester units from quarter units, multiply the number of quarter units by two-thirds.

THE PERALTA COLLEGES
Office of the Chancellor

Administrative Bulletin — INSTRUCTORS' SALARY SCHEDULE 1974/75 — July 1, 1974

	A*	B	C	D	E
1	$ 10,699	$ 11,520	$ 12,342	$ 13,179	$ 14,001
2	11,349	12,171	13,009	13,830	14,652
3	12,016	12,838	13,659	14,466	15,305
4	12,668	13,490	14,312	15,134	15,971
5	13,319	14,141	14,979	15,801	16,621
6	13,985	14,808	15,630	16,450	17,272
7	14,637	15,459	16,280	17,102	17,939
8	15,288	16,110	16,947	17,769	18,590
9	15,955	16,776	17,598	18,420	19,242
10	16,605	17,427	18,249	19,072	19,908
11			18,902	19,739	20,561
12				20,390	21,210

*See next page.

Approved at Board Meeting of August 5, 1974, effective July 1, 1974

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT
Santa Ana, California

BASIC SALARY SCHEDULE

1974-75 School Year

STEP	CLASS I BA	CLASS II MA	CLASS III MA+15	CLASS IV MA+30	CLASS V MA+45	CLASS VI MA+60	CLASS VII Doctorate
1	$11,000	$11,944	$12,566	$13,188	$13,810	$14,432	$15,084
2	11,584	12,528	13,150	13,772	14,394	15,016	15,668
3	12,168	13,112	13,734	14,356	14,978	15,600	16,252
4	12,752	13,696	14,318	14,940	15,562	16,184	16,836
5	13,336	14,280	14,902	15,524	16,146	16,768	17,420
6	13,920	14,864	15,486	16,108	16,730	17,352	18,004
7	14,504	15,448	16,070	16,692	17,314	17,936	18,588
8	15,088	16,032	16,654	17,276	17,898	18,520	19,172
9	15,672	16,616	17,238	17,860	18,482	19,104	19,756
10	16,256	17,200	17,822	18,444	19,066	19,688	20,340
11		17,784	18,406	19,028	19,650	20,272	20,924
12		18,368	18,990	19,612	20,234	20,856	21,508
13				20,196	20,818	21,440	22,092
A**						21,945	22,597
B**						22,450	23,102
C**						22,955	23,607

**Professional Growth Steps (See Provisions) Maximum entry is Step 5

CLASS I (a) Valid Teaching Credential

CLASS II (a) Master's Degree
(b) Bachelor's Degree plus 45 approved semester units
(c) Vocational Placement - See Provisions

Approved: 6/24/74

Rancho Santiago (continued)
BASIC SALARY SCHEDULE
1974-75 School Year

CLASS III	(a)	Master's Degree plus 15 semester units
	(b)	Bachelor's Degree plus 49 semester units including Master's Degree
	(c)	Vocational Placement - See Provisions
CLASS IV	(a)	Master's Degree plus 30 semester units
	(b)	Bachelor's Degree plus 64 semester units including Master's Degree
	(c)	Vocational Placement - See Provisions
CLASS V	(a)	Master's Degree plus 45 semester units
	(b)	Bachelor's Degree plus 79 semester units including Master's Degree
	(c)	Vocational Placement - See Provisions
CLASS VI	(a)	Master's Degree plus 60 semester units
	(b)	Bachelor's Degree plus 94 semester units including Master's Degree
	(c)	Vocational Placement - See Provisions
CLASS VII	(a)	Doctorate Degree

COLLEGE OF THE REDWOODS
EUREKA, CALIFORNIA
95501

3.201 Certificated Salary Schedule

COLLEGE OF THE REDWOODS

Certificated Salaries 1974-75

Step	Class I BA	Class II MA	Class III MA + 20	Class IV MA + 40
1	10366.	11210.	12106.	13076.
2	10799.	11678.	12603.	13598.
3	11249.	12165.	13120.	14143.
4	11718.	12671.	13658.	14709.
5	12206.	13200.	14217.	15297.
6	12715.	13751.	14800.	15909.
7	13245.	14324.	15407.	16545.
8	13797.	14921.	16039.	17367.
9	14372.	15543.	16697.	18061.
10	14972.	16191.	17382.	18612.
11	15596.	16866.	18094.	19356.
12	16246.	17569.	18836.	20130.

Note: Faculty with an earned doctorate degree from an accredited school in the appropriate field will receive $500 above his annual salary as developed by placement on the above schedule.

RIO HONDO COLLEGE
3600 WORKMAN MILL ROAD
WHITTIER, CALIFORNIA 90608

CERTIFICATED SALARY SCHEDULE - 1974-75
Board 8-2-72; Revised 7-3-73; Revised 6-26-74

Step	I B.A. + 30	II M.A.	III B.A. + 60 Inc. M.A.	IV B.A. + 80 Inc. M.A.	V Earned Doctorate
1	$10,692	$11,325	$11,957	$12,590	$13,222
2	11,267	11,900	12,532	13,165	13,797
3	11,842	12,475	13,107	13,740	14,372
4	12,417	13,050	13,682	14,315	14,947
5	12,992	13,625	14,257	14,890	15,522
6	13,567	14,200	14,832	15,465	16,097
7	14,142	14,775	15,407	16,040	16,672
8	14,717	15,350	15,982	16,615	17,247
9	15,292	15,925	16,557	17,190	17,822
10	15,867	16,500	17,132	17,765	18,397
11	16,442	17,075	17,707	18,340	18,972
12		17,650	18,282	18,915	19,547
13			18,857	19,490	20,122
14				20,065	20,697
15 *				20,640	21,272

Degrees from accredited institutions and a valid California teaching credential are assumed.

For less than B.A. + 30 units, use Column I minus $633.

In addition to the above, the District shall pay for certain approved fringe benefits to all full-time regular employees and pro-rated to all employees working half-time or more.

It shall be the policy of the District to establish certificated salary schedules on an annual basis.

This schedule becomes effective July 1, 1974.

* Step 15 to be granted four years after reaching Step 14.

RIVERSIDE COMMUNITY COLLEGE DISTRICT

Faculty Salary Schedule
Effective--July 1, 1974

	A	B	C	D	E	F	G
	AB	AB + 30*	MA	MA + 15	MA + 30	MA + 45	MA + 60
1.	$10,359	$11,102	$11,846	$12,590	$13,333	$14,077	$14,821
2.	10,947	11,692	12,435	13,179	13,923	14,666	15,410
3.	11,536	12,281	13,023	13,768	14,510	15,254	15,998
4.	12,126	12,869	13,613	14,357	15,100	15,843	16,587
5.	12,713	13,458	14,200	14,945	15,688	16,431	17,175
6.	13,303	14,047	14,790	15,533	16,277	17,020	17,765
7.	13,890	14,635	15,379	16,121	16,866	17,609	18,353
8.	14,480	15,225	15,967	16,711	17,455	18,198	18,942
9.	15,069	15,811	16,556	17,293	18,043	18,786	19,530
10.		16,401	17,144	17,888	18,632	19,375	20,119
11.			17,733	18,476	19,220	19,963	20,708
12.					19,810	20,553	21,296
13.						21,141	21,884

An earned doctorate shall be paid $547 beyond step placement in Column G. (2.5% of G-13)

All AB degrees, MA degrees, and Doctor's degrees must be earned from an institution accredited by the State of California Department of Education.

*or AB plus regular teaching credential

Approved by the Board of Trustees August 6, 1974

SADDLEBACK COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE

1974-75

STEP	CLASS I	II	III	IV	V
1	$ 10,325	$ 11,075	$ 11,875	$ 12,625	$ 13,400
2	10,875	11,625	12,425	13,175	13,950
3	11,375	12,150	12,925	13,700	14,450
4	11,875	12,625	13,400	14,175	14,975
5	12,425	13,175	13,950	14,725	15,500
6	12,925	13,700	14,450	15,275	16,025
7	13,400	14,175	14,975	15,775	16,525
8	13,950	14,725	15,500	16,250	17,050
9	14,450	15,275	16,025	16,800	17,575
10	14,975	15,775	16,500	17,300	18,075
11		16,250	17,050	17,805	18,600
12		16,800	17,575	18,350	19,100
13		17,300	18,075	18,850	19,600
14		17,800	18,600	19,375	20,150
15		18,350	19,100	19,900	20,675
16			19,602	20,400	21,150
17			20,150	20,925	21,700
18			20,675	21,450	22,225
19			21,150	21,950	22,725
20			21,700	22,450	23,250
21				22,975	23,800
22				23,500	24,250
23				24,000	24,775
24				24,550	25,325
25				24,050	25,800
26					26,325 *
27					26,875 *
28					27,350 *
29					27,900 *
30					28,425 *

*Must have Ph.D. or Ed.D.

Revised 6-3-74 , Effective 7-1-74

BP-4102

SADDLEBACK COMMUNITY COLLEGE DISTRICT
CERTIFICATED SALARY SCHEDULE

DEFINITION OF SALARY CLASSES

Class I
(a) Bachelor's Degree, or
(b) The following Vocational Credential:
Encumbered Community College Credential with less than the Bachelor's Degree and appropriate vocational experience as determined by the College.

Class II
(a) Master's Degree, or
(b) Bachelor's Degree plus 40 semester units, including Master's Degree, or
(c) The following Vocational Credential:
Fully satisfied Community College Credential with less than the Bachelor's Degree and appropriate vocational experience as determined by the College.

Class III
(a) Master's Degree plus 20 semester units, or
(b) Bachelor's Degree plus 50 semester units, including Master's Degree, or
(c) The following Vocational Credential:
Fully satisfied Community College Credential with the Bachelor's Degree and appropriate vocational experience as determined by the College.

Class IV
(a) Master's Degree plus 40 semester units, or
(b) Bachelor's Degree plus 70 semester units, including Master's Degree.
(c) The following Vocational Credential:
Permanent Vocational Credential received prior to establishment of the Community College Credential and Bachelor's Degree.

Class V
(a) Earned Doctorate, or
(b) Master's Degree plus 60 semester units, or
(c) Bachelor's Degree plus 90 semester units, including Master's Degree.
(d) The following Vocational Credential:
Permanent Vocational Credential received prior to establishment of the Community College Credential and Master's Degree.

Revised 6-19-72
Effective 7-1-72

BP-4102

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT

1974-75 FACULTY SALARY SCHEDULE

Step	CLASSIFICATIONS								
	I A	II B	III C	IV D	V E	VI F	VII G	VIII H	DOC. I
1	9903	10571	11239	11907	12575	13243	13911	14579	15247
2	10437	11105	11773	12441	13109	13777	14445	15113	15781
3	10971	11639	12307	12975	13643	14311	14979	15647	16315
4	11505	12173	12841	13509	14177	14845	15513	16181	16849
5	12039	12707	13375	14043	14711	15379	16047	16715	17383
6	12573	13241	13909	14577	15245	15913	16581	17249	17917
7	13107	13775	14443	15111	15779	16447	17115	17783	18451
8	13641	14309	14977	15645	16313	16981	17649	18317	18985
9	14175	14843	15511	16179	16847	17515	18183	18851	19519
10	14709	15377	16045	16713	17381	18049	18717	19385	20053
11	15243	15911	16579	17247	17915	18583	19251	19919	20587
12, 13, 14	15777	16445	17113	17781	18449	19117	19785	20453	21121
*Anniv-1 (15, 16, 17)	16044	16742	17440	18138	18836	19534	20232	20930	21628
*Anniv-2 (18)	16311	17039	17767	18495	19223	19951	20679	21407	22135

B. CLASS DEFINITIONS AND PLACEMENT.

Class I.

1. B. A. Degree.
2. Community College Instructor Credential in Vocational Subjects, Partial Fulfillment.

Class II.

1. B. A. Degree plus 14 approved semester units.
2. Community College Instructor Credential in Vocational Subjects, Partial Fulfillment plus 14 approved semester units. (Typically, the semster units are credits earned subsequent to the date of the

San Bernardino (continued)

degree or credential. However, units may be "approved" if earned reasonably recent and are specifically related to one's teaching field.)

Class III.

1. B. A. Degree plus 28 approved semester units.
2. 28 approved semester units, including Community College Instructor Credential in Vocational Subjects (Life).

Class IV.

1. M. A. Degree.
2. 42 approved semester units, including Community College Instructor Credential in Vocational Subjects (Life), four (4) of which may be approved work experience earned under paragraph B.2.
3. Community College Instructor Credential in Vocational Subjects (Life) and ten (10) years work experience[1] in Specialized Vocational Areas.

Class V.

1. B. A. Degree plus 56 approved semester units including M. A. four (4) of which may be approved work experience earned under paragraph B.2.
2. 56 approved semester units, including Community College Instructor Credential in Vocational Subjects (Life), eight (8) of which may be approved work experience earned under paragraph B.2.
3. Community College Instructor Credential in Vocational Subjects (Life), and fourteen (14) years[1] work experience in Specialized Vocational Areas.

Class VI.

1. B. A. Degree plus 70 approved semester units including M. A. eight (8) of which may be approved work experience earned under paragraph B.2.
2. B. A. Degree and Community College Instructor Credential in Vocational Subjects (Life), and ten (10) years[1] work experience in Specialized Vocational Areas.

Class VII.

1. B. A. Degree plus 84 approved semester units including M. A. eight (8) of which may be approved work experience earned under paragraph B.2.
2. B. A. Degree and Community College Instructor Credential in Vocational Subjects (Life), plus fourteen (14) approved units, eight (8) of which may be approved work experience earned under paragraph B.2. and ten (10) years[1] work experience in Specialized Vocational Areas.

Class VIII:

1. B. A. Degree plus 98[2] approved semester units, including M.A. eight (8) of which may be approved work experience earned under paragraph B.2.
2. M. A. Degree and Community College Instructor Credential in Vocational Subjects (Life), and ten (10) years[1] work experience in Specialized Vocational Areas.62

SAN DIEGO COMMUNITY COLLEGE DISTRICT

SAN DIEGO, CALIFORNIA

COLLEGE TEACHERS' SALARY SCHEDULE, 1974-75*

(Effective September 4, 1974)

Schedule I.D.: JM, VM 74

Step	Class H	Class J	Class JK	Class K	Class KL	Class L
	Less than Master's Degree	Master's Degree	45 Semester hours after date of BA with MA	60 Semester hours after date of BA with MA	75 Semester hours after date of BA wtih MA	90 Semester hours after date of BA with MA
1	$10340	$10990	$11660	$12430	$13100	$13970
2	10730	11380	12050	12830	13490	14370
3	11130	11790	12460	13240	13900	14780
4	11540	12200	12870	13650	14320	15200
5	11970	12630	13290	14080	14740	15640
6	12410	13070	13740	14530	15190	16100
7	12870	13530	14190	14990	15650	16560
8	13350	14000	14670	15470	16140	17050
9	13830	14490	15160	15960	16630	17550
10	14340	15000	15670	16480	17140	18070
11	14870	15530	16200	17010	17680	18610
12			16740	17560	18220	19170
13				18130	18790	19740
14						20340

Teachers with earned doctor's degree (Ph.D., Ed.D. or other earned degrees of equivalent academic status) will receive an additional $650 annually. The doctoral honorarium shall be six percent (6%) of Class J, Step 1 (rounded to nearest $50).

1.00 POSITIONS COMPENSATED ON THE COLLEGE TEACHERS' SCHEDULE

College Teachers' Salary Schedule rates apply to regular contract teachers, librarians and nurses assigned to San Diego City College, San Diego Evening College, and San Diego Mesa College, and Miramar Regional Center.

*Compensation rates contained in this salary schedule and the implementing rules and regulations shall remain in effect throughout the 1974-75 school term and the 1975 summer session. Any proposed changes in the rates and/or the rules and regulations shall be subject to the "meet and confer" process provided by Education Code Sections 13080-13090.

2.00 DEFINITION OF CLASSES

To be considered for salary placement purposes, academic degrees and units referred to in sections 2.02 to 2.06 must be earned degrees or units from regularly accredited institutions of higher education. Academic degrees from unaccredited colleges and universities, both foreign and domestic, will only be acceptable after a registrar of a regularly accredited institution of higher education certifies that the degree in question is the equivalent of an earned academic degree granted by his institution.

Accredited Institution of Higher Education means an institution of higher education in the United States, its territories, and the District of Columbia accredited by a United States regional accrediting association which awards accreditation to institutions of higher education as one of its predominant activities or by a recognized professional organization which awards accreditation to institutions of higher education for training in that profession.

2.01	Class H	Less than a master's degree
2.02	Class J	Master's degree
2.03	Class JK	Master's degree with a total of 45 semester hours of approved upper division or graduate work after the date of bachelor's degree.
2.04	Class K	Master's degree with a total of 60 semester hours of approved upper division or graduate work after the date of bachelor's degree.
2.05	Class KL	Master's degree with a total of 75 semester hours of approved upper division or graduate work after the date of bachelor's degree.
2.06	Class L	Master's degree with a total of 90 semester hours of approved upper division or graduate work after the date of bachelor's degree, or earned doctor's degree,(Ph.D., Ed.D., or other earned degrees of equivalent academic status).

SAN FRANCISCO COMMUNITY COLLEGE DISTRICT

INSTRUCTORS' SALARY SCHEDULE

1974-1975

PLACEMENT QUALIFICATIONS FOR NEW EMPLOYEES	Rating	ANNUAL SALARY SCHEDULE I	SCHEDULE II
Classification			
A. *Adult Certificate	1	$ 8,967	$ 7,174
B. AB or Cert. + 15 Units	2	9,627	7,702
C. AB + 15 Units or Cert. + 30 Units	3	10,287	8,230
D. AB + 30 Units or Cert. + 45 Units	4	10,947	8,758
E. AB + 45 Units or Cert. + 60 Units	5	11,607	9,286
F. AB + 60 Units or MA	6	12,267	9,814
	7	12,927	10,342
	8	13,587	10,870
	9	14,247	11,398
	10	14,907	11,926
	11	15,567	12,454
MAXIMUM SALARY FOR ALL EMPLOYEES:			
Classification A Certificate (Adult)	12	16,227	12,982
Classification B			
AB or Cert. + 15 Units	13	16,887	13,510
Classification C			
AB + 15 Units or Cert. + 30 Units	14	17,547	14,038
Classification D			
AB + 30 Units or Cert. + 45 Units	15	18,207	14,566
Classification E			
AB + 45 Units or Cert. + 60 Units	16	18,867	15,094
Only Classification F may proceed further	17	19,527	15,622
AB + 60 Units or MA	18	20,187	16,150
**Career Increment	A	20,847	16,678
***Career Increment	B	21,507	17,206
****Career Increment	C	22,167	17,734

*Or Standard Designated Adult Credential, or Vocational Credential

**After three complete academic years at Rating 18 salary with a satisfactory evaluation.

***After three complete academic years at Career Increment A salary with a satisfactory evaluation.

****After three complete academic years at Career Increment B salary with a satisfactory evaluation and evidence of professional growth.

CERTIFICATED SALARY SCHEDULE
1974-75
SAN JOAQUIN DELTA COLLEGE

	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6
Type 1	*Voc. Cred. or C.C. Life Cred.	Voc. Cred. + 30 or C.C. Life Cred. Plus 45	Voc. Cred. + 45 or C.C. Life Cred. Plus 60	Voc. Cred. + B.A. or C.C. Life Cred. Plus 60	Voc. Cred. with BA + 45 or C.C. Life Cred. with BA Plus 60	Earned Doctor's Degree
Type 2	BA	BA + 30	MA	MA with 45	MA with 60	Earned Doctor's Degree
Step 1	10,741	11,223	11,858	12,351	12,929	13,497
2	11,376	11,863	12,500	13,000	13,584	14,111
3	12,011	12,504	13,143	13,648	14,239	14,726
4	12,646	13,144	13,785	14,297	14,895	15,340
5	13,281	13,784	14,428	14,946	15,550	15,955
6	13,916	14,424	15,070	15,595	16,205	16,570
7	14,550	15,065	15,712	16,244	16,860	17,184
8	15,185	15,705	16,355	16,892	17,516	17,799
9	15,820	16,345	16,99[illegible]	17,541	18,171	18,413
10		16,985	17,639	18,190	18,826	19,028
11			18,282	18,839	19,481	19,643
12				19,488	20,136	20,257
13					20,792	20,872
14						21,486
Including Longevity Increment:						
	16,216	17,410	18,739	19,975	21,311	22,024

A longevity increment of 2½% will be added to certificated personnel who have completed 12 years of consecutive service as a certificated employee of the San Joaquin Delta Junior College District as of June 30 preceeding the year for which payment will be made.

SAN JOSE COMMUNITY COLLEGE DISTRICT

Certificated Salary Schedule

1974-75 (Recommended)
(Reflects March, 1973 through June, 1974 C.P.I.)

Step	Class I A.B. Degree	Class II M.A. Degree or Temporary S.D.S.	Class III A.B. + 45 w/M.A. or Perm.S.D.S.	Class IV A.B. + 60 w/M.A. or Perm. SDS +25 #	Class V A.B. +81 w/M.A. or Perm. SDS +50# w/A.B.	Class VI Doctorate
1	$10,659	$11,910	$12,477	$13,044	$13,611	$14,111
2	11,103	12,429	13,012	13,629	14,254	14,754
3	11,546	12,948	13,546	14,214	14,896	15,396
4	11,989	13,466	14,081	14,799	15,539	16,039
5	12,432	13,985	14,615	15,384	16,181	16,681
6	12,876	14,504	15,149	15,969	16,823	17,323
7	13,380	15,022	15,684	16,554	17,466	17,966
8	13,380	15,541	16,218	17,139	18,108	18,608
9	13,380	16,059	16,752	17,724	18,750	19,250
10	13,380	16,578	17,287	18,309	19,393	19,893
11	13,380	17,097	17,821	18,894	20,035	20,535
12	13,380	17,615	18,356	19,479	20,678	21,178
13	13,380	18,134	18,890	20,064	21,320	21,820
16		18,587	19,362	20,566	21,853	22,353
19				*21,067	*22,386	*22,886
22					*22,919	*23,419

* Subject to Policy Development Approval Through the Faculty Senate, Administration and Board.

A. Approved non-academic work to be accepted as credit for salary advancement: 60 hours = 1 unit; Limit: 6 units for each class advancement.

B. Class headings involving S.D.S. (Standard Designated Subjects Credential) are considered applicable for Class A. Credential.

C. At the time of their employment, new instructors shall be granted a maximum of eight years' credit on a year-for-year basis for previous full-time paid teaching experience in an accredited school.

Semester Units

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

CUESTA COLLEGE
CERTIFICATED SALARY SCHEDULE
Effective July 1, 1974

FRINGE BENEFIT PACKAGE OF $906 per year allowed each certificated and classified employee.

	A * B.A.	B * M.A.	C * B.A. + 45 units and M.A.	D * B.A. + 60 units and M.A.	E * B.A. + 80 units and M.A.	F Doctorate
1	10,048	10,640	11,231	11,824	12,416	13,009
2	10,640	11,231	11,824	12,416	13,009	13,606
3	11,231	11,824	12,416	13,009	13,606	14,193
4	11,824	12,416	13,009	13,606	14,193	14,782
5	12,416	13,009	13,606	14,193	14,782	15,375
6	13,009	13,606	14,193	14,782	15,375	15,969
7	13,606	14,193	14,782	15,375	15,969	16,561
8	14,193	14,782	15,375	15,969	16,561	17,153
9	14,782	15,375	15,969	16,561	17,153	17,744
10		15,969	16,561	17,153	17,744	18,336
11		16,561	17,153	17,744	18,336	18,929
12			17,744	18,336	18,929	19,522
13			18,336	18,929	19,522	20,112

*(Please note:)

RANGE A: B.A. or partial or completed Vocational or Community College Credential secured through vocational experience.

RANGE B: M.A. or completed Vocational or Community College Credential secured through vocational experience and B.A.

RANGE C: B.A. + 45 units and M.A. or completed Vocational or Community College Credential secured through vocational experience and B.A. + 15 units.

RANGE D: B.A. + 60 units and M.A. or completed Vocational or Community College Credential secured through vocational experience and B.A. + 30 units.

RANGE E: B.A. + 80 units and M.A. or completed Vocational or Community College Credential secured through vocational experience + B.A. + 50 units and M.A.

(Credit placement for a Vocational or Community College Credential secured through vocational experience shall be granted to instructors teaching only in vocational education areas.)

SAN MATEO COMMUNITY COLLEGE DISTRICT

1974-75

SALARY SCHEDULE, CERTIFICATED PERSONNEL
DAY DIVISION

Class	1	2	3	4	5	6	7	8	9
Step	Base Rate	Bachelor's Degree Schedules				Master's Degree Schedules			Earned Doctorate
		Plus 15 Units	Plus 30 Units	Plus 45 Units	Plus 60 Units	M.A.	With 45 Units	With 60 Units	
1	10190	10542	10894	11246	11598	12298	12650	13002	14395
2	10888	11240	11592	11944	12296	12996	13348	13700	15093
3	11586	11938	12290	12642	12994	13694	14046	14398	15791
4	12284	12636	12988	13340	13692	14392	14744	15096	16489
5	12982	13334	13686	14038	14390	15090	15442	15794	17187
6	13680	14032	14384	14736	15088	15788	16140	16492	17885
7	14378	14730	15082	15434	15786	16486	16838	17190	18583
8	15076	15428	15780	16132	16484	17184	17536	17888	19281
9	15774	16126	16478	16830	17182	17882	18234	18586	19979
10	16472	16824	17176	17528	17880	18580	18932	19284	20677
11	17170	17522	17874	18226	18578	19278	19630	19982	21375
12	17868	18220	18572	18924	19276	19976	20328	20680	22073
14 (PGI#1)	18566	18918	19270	19622	19974	20674	21026	21378	22771
17 (PGI#2)	19264	19616	19968	20320	20672	21372	21724	22076	23469
21 (PGI#3)	19962	20314	20666	21018	21370	22070	22422	22774	24167

PGI's will be granted according to Board approved procedures.

SANTA BARBARA COMMUNITY COLLEGE DISTRICT

Certificated Salary Schedule
1974-75

Step	Class I	Class II	Class III	Class IV	Class V
1	10,545	11,460	12,008	12,556	13,104
2	11,105	11,995	12,548	13,100	13,652
3	11,666	12,530	13,088	13,644	14,200
4	12,227	13,065	13,628	14,189	14,748
5	12,787	13,600	14,168	14,733	15,296
6	13,348	14,135	14,708	15,277	15,843
7	13,909	14,670	15,248	15,822	16,391
8	14,470	15,205	15,788	16,366	16,939
9	15,030	15,740	16,328	16,910	17,487
10	15,591	16,275	16,868	17,455	18,035
11	16,152	16,810	17,409	17,999	18,583
12		17,346	17,949	18,543	19,131
13			18,489	19,087	19,679
14				19,632	20,227
15					20,775

QUALIFICATIONS

Classes	Qualifications
I	with less than a B.A.
II	with B.A. (or equivalent)
III	with B.A. (or equivalent, plus 30 additional units (or equivalent), or with M.A.
IV	With B.A., plus 60 additional units (30 units may be equivalent), or M.A. plus 30 additional units (or equivalent)

+ $645 for Ph.D.

SANTA CLARITA COMMUNITY COLLEGE DISTRICT

CERTIFICATED SALARY SCHEDULE (TENTHLY)

1974-1975

Steps	Class I	Class II	Class IIA	Class III	Class IIIA	Class IV	Class IVA	Class V
1	$1085	$1160	$1205	$1250	$1295	$1340	$1385	$1460
2	1145	1220	1265	1310	1355	1400	1445	1520
3	1205	1280	1325	1370	1415	1460	1505	1580
4	1265	1340	1385	1430	1475	1520	1565	1640
5	1325	1400	1445	1490	1535	1580	1625	1700
6	1385	1460	1505	1550	1595	1640	1685	1760
7	1445	1520	1565	1610	1655	1700	1745	1820
8	1505	1580	1625	1670	1715	1760	1805	1880
9	1565	1640	1685	1730	1775	1820	1865	1940
10	1625	1700	1745	1790	1835	1880	1925	2000
11	1685	1760	1805	1850	1895	1940	1985	2060
12	1745	1820	1865	1910	1955	2000	2045	2120
Increment A*							2105	2180
Increment B*							2165	2240

*See Faculty Incentive Increment Policy

Explanation of Classes for Members of Certificated Personnel:

Class I: A. Bachelor's Degree
B. Vocational Credential - partial fulfillment

Class II:
A. Master's Degree
B. Bachelor's Degree plus 30 units including a Master's Degree
C. Vocational Credential
D. Bachelor's Degree plus partial fulfillment Vocational Credential

Class IIA:
A. Master's Degree plus 12 semester units
B. Bachelor's Degree plus 42 semester units including Master's Degree
C. Vocational Credential plus 30 units

Class III:
A. Master's Degree plus 24 semester units
B. Bachelor's Degree plus 54 units including Master's Degree
C. Vocational Credential plus 60 units

Class IIIA:
A. Master's Degree plus 36 units
B. Bachelor's Degree plus 66 units including Master's Degree
C. Vocational Credential plus 90 units

Class IV:
A. Master's Degree plus 48 units
B. Bachelor's Degree plus 78 units including Master's Degree
C. Vocational Credential plus Bachelor's Degree

Class IVA:
A. Master's Degree plus 60 units
B. Bachelor's Degree plus 90 units including Master's Degree
C. Vocational Credential plus Bachelor's Degree + 30 units

Class V: Doctorate

NOTE: Class I is $75.00 less than Class II.
Class V is $75.00 more than Class IVA.

SANTA MONICA COMMUNITY COLLEGE DISTRICT
CERTIFICATED PERSONNEL 1974-75 SALARY SCHEDULE

EFFECTIVE: JULY 1, 1974

Steps in Schedule	GROUP I B.A. + 28 sem. units or Vocational Cred. + 28 sem. units. ** Instructor Credential	GROUP II B.A. + 42 sem. units or M.A. or Vocational Cred. + 42 sem. units. Instructor Cred. + 14 sem. units or Instructor Cred. with M.A.	GROUP III B.A. + 56 sem. units or M.A. + 14 sem. units or Vocational Cred. + 56 sem.units Instructor Cred. + 28 sem. units or Instructor Cred. with M.A. + 14 sem. units	GROUP IV M.A. + 28 sem. units or Vocational Cred. + B.A. Instructor Cred. with M.A. + 28 sem. units	GROUP V M.A. + 42 sem. units or Vocational Cred. + B.A. + 14 sem. units. Instructor Cred. with M.A. + 42 sem. units	GROUP VI M.A. + 56 sem. units or Vocational Cred. + M.A. Instructor Cred. with M.A. + 56 sem. units
1	11313	11985	12657	13329	14001	14673
2	11818	12490	13162	13834	14506	15178
3	12323	12995	13667	14339	15011	15683
4	12828	13500	14172	14844	15516	16188
5	13333	14005	14677	15349	16021	16693
6	13838	14510	15182	15854	16526	17198
7	14343	15015	15687	16359	17031	17703
8	14848	15520	16192	16864	17536	18208
9	15353	16025	16697	17369	18041	18713
10	15858	16530	17202	17874	18546	19218
11	16363	17035	17707	18379	19051	19723
12	16868	17540	18212	18884	19556	20228
13	17373	18045	18717	19389	20061	20733
14	17878	18550	19222	19894	20566	21238

INCREMENT VALUES: STEP $505 GROUP: $672 DOCTORATE: $738

1. Personnel already in the shaded area of the schedule may move only to a higher group but no one may move into the shaded area.
2. New teachers will be given full experience credit for all previous verified teaching experience that meets District criteria.
3. A person who possesses a Doctorate receives $738 more than a person with a comparable number of years of experience in Group VI.
4. ** A person with less than 72 college semester units receives $550 less than a person with a comparable number of years of experience in Group I.

JC:ec
9.7

COLLEGE OF THE SEQUOIAS
SALARY SCHEDULE
REVISED 1974-75

Steps	Class I	Class II	Class III	Class IV	Class V	Class VI
0	10250	10950	11650	12360	13050	13800
1	10600	11350	12050	12800	13500	14250
2	11000	11750	12500	13250	13950	14700
3	11400	12150	12900	13650	14400	15150
4	11800	12600	13350	14100	14850	15600
5	12200	13000	13750	14550	15300	16050
6	12600	13400	14200	14950	15750	16550
7	13000	13800	14600	15400	16200	17000
[a] 8	13400	14200	15000	15850	16650	17450
9	13800	14650	15450	16250	17000	17900
10	14200	15050	15850	16700	17550	18350
11	14600	15450	16300	17150	17900	18800
12	15000	15850	16700	17550	18450	19300
13	15400	16250	17100	18000	18900	19750
14	15800	16700	17550	18450	19350	20200

[b] Class I (a) BA, or
(b) Vocational Credential (partial fulfillment)

Class II (a) BA + 30 semester units or
(b) Vocational Credential (permanent)

Class III (a) BA + 45 semester units, or
(b) MA, or
(c) Vocational Credential + Associate degree

Class IV (a) BA + Vocational Credential
(b) MA + 60 units beyond the BA

Class V (a) MA + 75 units beyond the BA
(b) MA + Vocational Credential

Class VI Earned doctorate; no equivalent

[a] A maximum of eight years credit based on past teaching experience may be given to new instructors, except Class VI where there is no limit on past credit for teaching experience.

[b] Vocational Credential means anyone with a Vocational Class A, Standard Designated Subjects, or Community College Credential which authorizes teaching in a trade and industrial, technical, or health occupational subject matter area.

TEACHERS' SALARY SCHEDULE
SHASTA-TEHAMA-TRINITY JOINT COMMUNITY COLLEGE DISTRICT
1974-75

Adopted: June 12, 1974

STEP	CLASS I	CLASS II	CLASS III	CLASS IV*	CLASS V*
1	10,355	10,948	11,541	12,134	12,727
2	10,948	11,541	12,134	12,727	13,320
3	11,541	12,134	12,727	13,320	13,913
4	12,134	12,727	13,320	13,913	14,506
5	12,727	13,320	13,913	14,506	15,099
6	13,320	13,913	14,506	15,099	15,692
7	13,913	14,506	15,099	15,692	16,285
8	14,506	15,099	15,692	16,285	16,878
9	15,099	15,692	16,285	16,878	17,471
10	15,692	16,285	16,878	17,471	18,064
11		16,878	17,471	18,064	18,657
12			18,064	18,657	19,250
13					19,843

*A doctorate differential of $642 will be added to the salary when an earned doctorate is held by the instructor

This makes the maximum teaching salary 20,485

SHASTA-TEHAMA-TRINITY JOINT COMMUNITY COLLEGE DISTRICT

DESCRIPTION OF REQUIREMENTS FOR SALARY CLASSIFICATIONS
CERTIFICATED EMPLOYEES
(continued)

Class I Teachers not qualifying for Class II through V

Class II One of the following options:

1. General Secondary or Junior College Credential.
2. Special Secondary or Vocational Arts Credential plus 24 semester units beyond degree date.
3. Designated Subjects Credential plus 24 semester units beyond credential date.
4. Designated Subjects Credential plus Bachelor's degree.

Class III General Secondary or Junior College or Designated Subjects Credential plus one of the following:

1. Master's degree plus 42 semester units beyond Bachelor's degree date.
2. Full-time Designated Subjects Credential plus 40 units beyond credential date.
3. Full-time Designated Subjects Credential plus Bachelor's degree plus 16 semester units beyond degree date.

Class IV General Secondary or Junior College or Designated Subjects Credential plus one of the following:

1. Master's degree plus 60 semester units beyond Bachelor's degree date.
2. Full-time Designated Subjects Credential plus 56 semester units beyond credential date.
3. Full-time Designated Subjects Credential plus Bachelor's degree plus 32 semester units beyond degree date.

Class V General Secondary or Junior College or Designated Subjects Credential plus one of the following:

1. Master's degree plus 78 semester units beyond Bachelor's degree date.
2. Full-time Designated Subjects Credential and Bachelor's degree plus 72 semester units beyond credential date.
3. Full-time Designated Subjects Credential and Bachelor's degree plus 48 semester units beyond degree date.

Accredited Degrees: Any degree used in qualifying for a classification must be from an institution accredited by one of the six recognized accrediting agencies in the United States.

SIERRA JOINT COMMUNITY COLLEGE DISTRICT
Salary Schedule 1974-75

Class A Any credential authorizing the holder to teach in the California Community College, or a Bachelor's Degree.

Class B Bachelor's Degree plus 40 semester units acquired subsequent to the awarding the Bachelor's Degree; or Master's Degree; or a fully satisfied Community College Instructor Credential authorizing the teaching of a vocational subject plus 20 semester units acquired subsequent to the awarding of the Bachelor's Degree.

*Class C Bachelor's Degree plus 60 semester units including the Master's Degree; or Master's Degree plus 20 semester units acquired subsequent to the awarding of the Master's Degree; or a fully satisfied Community College Instructor Credentia authorizing the teaching of a vocational subject plus 40 semester units acquired subsequent to the awarding of the Bachelor's Degree.

*Class D Bachelor's Degree plus 80 semester units including the Master's Degree, or Master's Degree plus 40 semester units acquired subsequent to the awarding of the Master's Degree, or a fully satisfied Community College Instructor Credenti authorizing the teaching of a vocational subject plus 60 semester units acquired subsequent to the awarding of the Bachelor's Degree.

DOCTORATE: $750.00 additional per annum. (Earned Doctorate from an accredited collegiate institution.)

Step	Class A	Class B	Class C	Class D
1	$11,566	$12,275	$12,984	$13,695
2	12,106	12,823	13,528	14,234
3	12,658	13,373	14,073	14,774
4	13,211	13,921	14,617	15,313
5	13,765	14,470	15,161	15,852
6	14,317	15,018	15,704	16,393
7	14,871	15,567	16,248	16,931
8	15,424	16,115	16,793	17,471
9	15,977	16,664	17,337	18,010
10	16,530	17,212	17,880	18,549
11	0	17,760	18,424	19,090
12	0	0	18,969	19,629
13	0	0	0	20,191

*Teachers placed in Class C or D prior to July 1, 1965, are exempt from the Master's Degree or the equivalent requirement.

Note: a. Class placement on the salary schedule is determined by the credential required for the Instructor's assignment.

b. No more than seven years of teaching experience or its equivalent will be granted toward step placement at the time of original employment, without special action of the Board.

c. Except as provided in Board Policy B-4.53 and A-4.53.

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Approved 5-16-74

SISKIYOU JOINT COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE - 1974-75
CERTIFICATED EMPLOYEES

STEPS	I	II	III	IV	V
1	9736	10287	10836	11387	11937
2	10176	10755	11332	11910	12489
3	10617	11222	11827	12433	13039
4	11058	11690	12324	12955	13589
5	11498	12158	12818	13478	14140
6	11937	12625	13314	14001	14689
7	12379	13094	13809	14525	15240
8	12818	13561	14305	15048	15790
9		14028	14800	15570	16342
10		14498	15295	16093	16891
11		14965	15790	16615	17442
12		15433	16286	17140	17992
13				17662	18543
14					19093
		Anniversary Increments (See attached sheet for definition)			
17					19643
20					20194
23					20744
26					21295
29					21845

Column I — A credential acceptable to the California Community Colleges Board of Governors

Column II
(a) A Masters degree, or
(b) A permanent Standard Designated Subjects credential, or
(c) A permanent Special Vocational Trade & Technical credential, or
(d) A permanent Community College Vocational Education credential, or
(e) A Special Secondary credential

Column III — Column II plus 15 units

Column IV — Column III plus 15 units

Column V — Column IV plus 15 units

Add $800 to Column V for an earned Doctorate

Unit — 1 unit is one semester unit of approved College credit
Steps — 1 year of acceptable experience
Credit for previous experience will be granted on a 1:1 basis for 5 or less years

Effective 7-1-74
pd

SISKIYOU JOINT COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE - 1974-75
CERTIFICATED EMPLOYEES

Anniversary Increments

The purpose of the anniversary increment is to stimulate the continued professional growth and currency in subject matter of the veteran teacher who has reached the top step of the salary schedule.

Anniversary increments will be available only to instructors who have been at Class V, Step 14, for a minimum of three years.

To qualify for the initial anniversary increment, the instructor must have earned either six units of qualifying credit during the time he has been at Class V, Step 14, or twelve units of such credit during the previous six years.

Subsequent increments, up to a total of five, may be granted to teachers who have served a minimum of three years since their previous increment and who have earned an additional six units of qualifying credit during that period.

Qualifying units earned under this program must be either upper division or graduate units and must be applicable to or relevant to the teacher's assignment.

Units submitted for qualification under this program must be recommended by the screening committee and have prior Board approval. This ad hoc committee consists of the Dean of Instruction, the President of the Academic Senate, and a Faculty member jointly chosen by the latter two.

The anniversary increment shall be equivalent to the differential between steps 13 and 14 of Class V of the District Salary Schedule for Certificated Employees.

Effective 7-1-74
pd

SOLANO COUNTY COMMUNITY COLLEGE DISTRICT
P. O. BOX 246
SUISUN CITY, CALIFORNIA 94585

CERTIFICATED SALARY SCHEDULE

1974-75

STEP	CREDENTIAL CLASS I	BA + 30 or MA CLASS II	BA + 60 MA + 24 BA + 48/MA CLASS III	BA + 90 MA + 48 BA + 72/MA CLASS IV	BA + 96/MA MA + 72 CLASS V
1	9,912	10,632	11,352	12,072	12,792
2	10,464	11,184	11,904	12,624	13,344
3	11,016	11,736	12,456	13,176	13,896
4	11,568	12,288	13,008	13,728	14,448
5	12,120	12,840	13,560	14,280	15,000
6	12,672	13,392	14,112	14,832	15,552
7	13,224	13,944	14,664	15,384	16,104
8	13,776	14,496	15,216	15,936	16,656
9		15,048	15,768	16,488	17,208
10		15,600	16,320	17,040	17,760
11		16,152	16,872	17,592	18,312
12		16,704	17,424	18,144	18,864
13			17,976	18,696	19,416
A*				19,248	19,968
B**					20,520

Adopted July 1, 1974 Effective July 1, 1974

A person who has earned a Doctor's Degree in an academic institution will be placed in Class V and $750. will be added to the salary step.

*Twenty years experience, last ten years at Solano Community College.
**Twenty-five years experience, last fifteen years at Solano Community College.

SONOMA COUNTY JUNIOR COLLEGE DISTRICT

Santa Rosa, CA

SALARY PAYMENTS

The Annual Salary for anyone employed prior to the start of the 1959/60 school year is paid monthly in twelve equal payments. The first payment is made as of the last working day in July.

The Annual Salary for anyone employed beginning with the 1959/60 school year is paid over a period of twelve months, with the first payment made as of the last working day in September. Sixteen and two-thirds per cent (16 2/3%) will be withheld from each monthly installment and paid in equal amounts not later than the last working day in July and not later than the last working day in August.

Effective July 1, 1974

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
	A.B.	A.B.+ 30	M.A.	M.A.+ 20 or A.B.+ 55 with M.A.	M.A.+ 40 or A.B.+ 75 with M.A.
1	10548	10848	11748	12432	13092
2	11124	11448	12360	13068	13764
3	11688	12036	12984	13704	14436
4	12264	12636	13596	14340	15120
5	12828	13236	14220	14976	15792
6	13404	13824	14832	15612	16464
7	13968	14424	15444	16248	17148
8	14544	15024	16068	16884	17820
9	15108	15612	16680	17520	18492
10	15684	16212	17292	18156	19176
11			17916	18792	19848
12			18528	19428	20520

Note: The holder of an earned doctorate shall receive $600 annually in addition to his placement on the appropriate step in Class V.

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SOUTH COUNTY COMMUNITY COLLEGE DISTRICT

Governing Board Policy 31

CERTIFICATED SALARY SCHEDULE
July 1, 1974

Step	Classification I	II	III	IV	V
1	$ 10,653	$ 11,111	$ 12,137	$ 12,715	$ 13,304
2	11,111	11,565	12,597	13,182	13,772
3	11,565	12,023	13,059	13,645	14,245
4	12,479	12,935	13,981	14,578	15,183
5	13,087	13,543	14,594	15,199	15,808
6	13,794	14,153	15,210	15,817	16,434
7	14,307	14,760	15,824	16,436	17,060
8	14,914	15,369	16,437	17,057	17,686
9	15,523	15,977	17,053	17,677	18,315
10	16,130	16,580	17,668	18,298	18,941
11		17,044	18,283	18,918	19,565
12		17,502	18,897	19,539	20,193
13			19,356	20,159	20,818
14			19,819	20,626	21,444
15			20,279	21,091	21,914

Classification Definition**

I A) A.B. or 6 years experience in occupation***

II A) A.B., plus 30 Graduate or Upper Division Semester Units or
B) 42 Semester Units plus 6 years experience in occupation***

III A) M.A. (LL.B, M.B.A., etc.) or
B) 78 Semester Units with A.A. plus 4 years experience in occupation***

IV A) M.A. (LL.B., M.B.A., etc.) and 60 Upper Division* or Graduate Semester Units or
B) A.B. plus 4 years experience in occupation*** or
C) M.A. plus 2 years experience in occupation***

V A) Doctorate (The term "Doctorate" refers to a degree earned in an accredited university in the United States. Examples of such degrees are: Ph.D., Ed.D., M.D., D.D.S. Degrees earned in universities outside the United States may be considered for this classification if such degrees are found to be equivalent of the Doctorate earned in the United States by a competent authority such as the University of California or the State Department of Education.)
B) Earned doctorate plus 2 years experience in the occupation***

*Beyond those normally required for the A.B.
**A technical-vocational instructor must satisfy all requirements for full-time life credential and the pecial qualifications for STATE PLAN (VEA Reimbursement) within 2 years.
***Not counted as experience in placement on salary schedule.

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STATE CENTER COMMUNITY COLLEGE DISTRICT

FRESNO CITY COLLEGE *REEDLEY COLLEGE*

CERTIFICATED SALARY SCHEDULE
1974-75

SCHEDULE A — INSTRUCTORS, COUNSELORS, LIBRARIANS, AND NURSES

STEPS	CLASS I Bachelor's Degree	CLASS II Master's Degree or Bachelor's Degree and 45 Units, or Vocational Credential*	CLASS III Master's Degree and 30 Units, or Bachelor's Degree and 60 Units With Master's Degree, or Vocational Credential*	CLASS IV Master's Degree and 45 Units, or Bachelor's Degree and 75 Units With Master's Degree, or Vocational Credential*	CLASS V ** Earned Doctorate, or Master's Degree and 60 Units or Bachelor's Degree and 90 Units With Master's Degree, or Vocational Credential*
1	$10,566	$11,292	$11,923	$12,554	$13,185
2	11,112	11,838	12,469	13,100	13,731
3	11,658	12,384	13,015	13,646	14,277
4	12,204	12,930	13,561	14,192	14,823
5	12,750	13,476	14,107	14,738	15,369
6	13,296	14,022	14,653	15,284	15,915
7	13,842	14,568	15,199	15,830	16,461
8	14,388	15,114	15,745	16,376	17,007
9	14,934	15,660	16,291	16,922	17,553
10	15,480	16,206	16,837	17,468	18,099
11	16,026	16,752	17,383	18,014	18,645
12		17,298	17,929	18,560	19,191
13			18,475	19,106	19,737
ANNIVERSARY INCREMENTS:					
17	16,572	17,844	19,021	19,652	20,283
21	17,118	18,390	19,567	20,198	20,829
25	17,664	18,936	20,113	20,744	21,375

* Refer To Published Salary Schedule For Vocational Credential Requirements.

** Plus $500 For Earned Doctorate.

SWEETWATER COMMUNITY COLLEGE DISTRICT
SALARY SCHEDULE FOR INSTRUCTORS

1974-75 SCHEDULE (8.2%)

INCREMENT $514 DOCTORATE $714

STEP	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V	CLASS VI	CLASS VII
1	10,815	11,843	12,357	12,871	13,385	13,899	14,613
2	11,329	12,357	12,871	13,385	13,899	14,413	15,127
3	11,843	12,871	13,385	13,899	14,413	14,927	15,641
4	12,357	13,385	13,899	14,413	14,927	15,441	16,155
5	12,871	13,899	14,413	14,927	15,441	15,955	16,669
6	13,385	14,413	14,927	15,441	15,955	16,469	17,183
7	13,899	14,927	15,441	15,955	16,469	16,983	17,697
8	14,413	15,441	15,955	16,469	16,983	17,497	18,211
9	14,927	15,955	16,469	16,983	17,497	18,011	18,725
10	15,441	16,469	16,983	17,497	18,011	18,525	19,239
11	15,955	16,983	17,497	18,011	18,525	19,039	19,753
12	16,469	17,497	18,011	18,525	19,039	19,553	20,267
13			18,525	19,039	19,553	20,067	20,781
14			19,039	19,553	20,067	20,581	21,295
ANNIVERSARY MERIT INCREMENT							
A			19,553	20,067	20,581	21,095	21,809
B			20,067	20,581	21,095	21,609	22,323

EXPLANATION OF CLASSES

(OTHER THAN VOCATIONAL CREDENTIAL)

CLASS I	BACHELOR'S DEGREE.
CLASS II	MASTER'S DEGREE OR BACHELOR'S DEGREE PLUS 30 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS III	MASTER'S DEGREE WITH 45 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS IV	MASTER'S DEGREE WITH 60 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS V	MASTER'S DEGREE WITH 75 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS VI	MASTER'S DEGREE WITH 90 SEMESTER UNITS SUBSEQUENT TO BACHELOR'S DEGREE.
CLASS VII	EARNED DOCTORATE.

CREDIT WILL BE GIVEN ONLY FOR UPPER DIVISION OR GRADUATE UNITS WHICH ARE EVALUATED BY THE INSTRUCTIONAL OFFICE AND APPROVED BY THE SUPERINTENDENT/PRESIDENT AS BEING DIRECTLY RELATED TO ASSIGNMENT AND/OR BETTER PREPARATION FOR TEACHING.

FOR SPECIAL REGULATIONS DEALING WITH THE PLACEMENT OF INSTRUCTORS UNDER VOCATIONAL CREDENTIAL, CONTACT THE INSTRUCTIONAL OFFICE.

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VENTURA COUNTY COMMUNITY COLLEGE DISTRICT
CERTIFICATED SALARY SCHEDULE FOR 1974-75

EFFECTIVE JULY 1, 1974*

	Class I		Class II		Class III		Class IV		Class V		
	Appropriate Credential		BA + 45 Un. Incl. MA		BA + 60 Un. Incl. MA		BA + 75 Un. Incl. MA		Earned Doctorate		
Step	Index	Annual Salary	Index	Annual Salary	Index	Annual Salary	Index	Annual Salary	Index	Annual Salary	Step
1	1.00	10,561	1.10	11,617	1.20	12,673	1.30	13,729	1.40	14,785	1
2	1.05	11,089	1.15	12,145	1.25	13,201	1.35	14,257	1.45	15,313	2
3	1.10	11,617	1.20	12,673	1.30	13,729	1.40	14,785	1.50	15,841	3
4	1.15	12,145	1.25	13,201	1.35	14,257	1.45	15,313	1.55	16,369	4
5	1.20	12,673	1.30	13,729	1.40	14,785	1.50	15,841	1.60	16,897	5
6	1.25	13,201	1.35	14,257	1.45	15,313	1.55	16,369	1.65	17,425	6
7	1.30	13,729	1.40	14,785	1.50	15,841	1.60	16,897	1.70	17,953	7
8	1.35	14,257	1.45	15,313	1.55	16,369	1.65	17,425	1.75	18,481	8
9	1.40	14,785	1.50	15,841	1.60	16,897	1.70	17,953	1.80	19,009	9
10	1.45	15,313	1.55	16,369	1.65	17,425	1.75	18,481	1.85	19,537	10
11	1.50	15,841	1.60	16,897	1.70	17,953	1.80	19,009	1.90	20,065	11
12	1.55	16,369	1.65	17,425	1.75	18,481	1.85	19,537	1.95	20,593	12
13	1.60	16,897	1.70	17,953	1.80	19,009	1.90	20,065	2.00	21,122	13

Service Increment

After 15 years - $200 per year above basic salary
After 20 years - $400 per year above basic salary
After 25 years - $600 per year above basic salary
After 30 years - $800 per year above basic salary

The instructor's annual salary is based on a ten-month year.
The hourly evening rate is limited to a maximum of $11.50 based on the "1/1000 of annual contract" formula.
The hourly rate for summer session classroom teaching is limited to a maximum of $15.50, based on the "1/1000 of annual contract" formula.
Maximum of 11 years' credit for prior experience (effective date, July 1, 1974).
The maximum monthly rate for long-term substitutes is $1,636.90 (1/10 of Class 1, Step 12)--exceptions subject to Board consideration.

* Subject to Adoption by Board, August 20, 1974.

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SALARY SCHEDULE
of the
TAFT COLLEGE
WEST KERN COMMUNITY COLLEGE DISTRICT
for
CERTIFICATED & CLASSIFIED EMPLOYEES
1974 - 1975

CERTIFICATED - -

A. Rules Governing Schedule:

1. Basis of Classification - Classification shall be based on professional training and teaching credentials. All annual increments shall be at the discretion of the Governing Board.

2. Classifications:

CLASS I — BA Degree and appropriate credential.

CLASS II — BA Degree + 30 units and appropriate credential.

CLASS III — BA Degree + 45 units and appropriate credential.

CLASS IV — BA Degree + 60 units including MA Degree and appropriate credential.

CLASS V — BA Degree + 75 units including MA Degree and appropriate credential.

SCHEDULE PROPER

	CLASS I BA Degree and Appropriate Credential	CLASS II BA Degree + 30 & Appropriate Credential	CLASS III BA Degree + 45 & Appropriate Credential	CLASS IV BA Degree + 60 Inc. MA Degree & Appr. Cred.	CLASS V BA Degree + 75 Inc. MA Degree & Appr. Cred.
1	9,370	10,360	10,860	11,330	11,790
2	9,910	10,900	11,400	11,870	12,320
3	10,450	11,440	11,940	12,400	12,860
4	10,990	11,980	12,470	12,940	13,400
5*	11,530	12,510	13,010	13,480	13,940
6	12,070	13,050	13,550	14,020	14,470
7	12,610	13,590	14,090	14,550	15,010
8	13,150	14,130	14,620	15,090	15,550
9*	13,690	14,660	15,160	15,630	16,090
10	14,230	15,200	15,700	16,170	16,620
11	14,770	15,740	16,240	16,700	17,160
12	15,310	16,280	16,770	17,240	17,700
13	15,850	16,810	17,310	17,780	18,240

* Hurdle

An employee with an earned doctorate is to be compensated to the extent of $500.00 over the regular salary each year.

WEST VALLEY JOINT COMMUNITY COLLEGE DISTRICT

14000 Fruitvale Avenue

Saratoga, California 95070

1974-75 Certificated Salary Schedule

Adopted June 20, 1974

Classification:		A	B	C	D	E	F
Steps:	1	10740	11812	12349	12889	13640	14070
	2	11384	12459	12995	13531	14283	14714
	3	12029	13103	13747	14176	14928	15466
	4	12781	13854	14391	14928	15679	16110
	5	13424	14498	15034	15572	16326	16754
	6	14070	15143	15679	16218	16970	17387
	7		15894	16326	16970	17615	18150
	8		16539	17077	17613	18365	18793
	9		17183	17720	18257	19009	19439
	10		17829	18365	18902	19654	20084
	11		18471	19116	19654	20406	20836
	12		19224	19762	20298	21049	21479
	15*					21680	22123
	18*					22312	22768
	21*					22943	23412
	24*					23575	24056

* Certificated employees may qualify for these increments under the District's Professional Growth Development Plan.

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West Valley (continued)

A. A.B. degree; or no degree and 6 years related work experience.

B. M.A. or M.S. degree; or Class A. Vocational Credential, or Life Standard Designated Subject Credential, or A.A. degree plus 4 years related work experience.

C. M.A. or M.S. degree plus 15 units earned subsequent to Master's; or A.B. degree plus 45 units earned subsequent to A.B. with Master's; or Class A Vocational Credential, or Life Standard Designated Subject Credential, or 4 years related work experience with A.B. degree.

D. M.A. or M.S. degree plus 30 units earned subsequent to Master's; or A.B. degree plus 60 units earned subsequent to A.B. with Master's; or Class A Vocational Credential, or Life Standard Designated Subject Credential, or Bachelor's degree and two years related work experience plus 30 units.

E. M.A. or M.S. degree plus 60 units earned subsequent to Master's; or A.B. degree plus 90 units earned subsequent to A.B. with Master's; or Class A. Vocational Credential, or Life Standard Designated Subject Credential, or A.B. degree and two years related work experience plus 60 units.

F. Earned doctorate from an accredited institution.

Fringe benefits, covering employee and dependents, 100% of which are paid for by the District, include major medical, paid prescription, dental insurance, and life insurance. Income protection insurance is paid for the employee only.

YOSEMITE JUNIOR COLLEGE DISTRICT
CERTIFICATED SALARY SCHEDULE
1974-75

Step No.	I AB+24	II AB+36	III AB+48	IV AB+60 With MA	V AB+72 With MA
1.	10,617	11,317	12,017	12,717	13,417
2.	11,177	11,877	12,577	13,277	13,977
3.	11,737	12,437	13,137	13,837	14,537
4.	12,297	12,997	13,697	14,397	15,097
5.	12,857	13,557	14,257	14,957	15,657
6.	13,417	14,117	14,817	15,517	16,217
7.	13,977	14,677	15,377	16,077	16,777
8.	14,537	15,237	15,937	16,637	17,337
9.	15,097	15,797	16,497	17,197	17,897
10.	15,657	16,357	17,057	17,757	18,457
11.	16,217	16,917	17,617	18,317	19,017
12.		17,477	18,177	18,877	19,577
13.				19,437	20,137

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1. A $560 longevity increment will be provided for Columns IV and V commencing with the 17th, 21st, and 25th years of service.

2. A $700 stipend will be provided for an earned doctorate.

3. Personnel new to the District are limited to a maximum 8th Step placement based on previous experience.

4. The MA or equivalent is required for Columns IV and V placement.

5. The District pays the health insurance premium and pre-paid dental expense for the employee and his dependents, and income protection insurance premium for employee.

YUBA COMMUNITY COLLEGE DISTRICT

SALARY SCHEDULE FOR FULL-TIME CONTRACTED TEACHING PERSONNEL

School Year 1974/75

STEP**	*CLASS I Less than BA + 30	CLASS II BA + 30 or MA	CLASS III BA + 45 or MA + 15	CLASS IV BA + 60 or MA + 30	CLASS V BA + 75 or MA + 45	CLASS VI BA + 90 or MA + 60
1.	$ 10,851	$ 11,405	$ 11,957	$ 12,510	$ 13,064	$ 13,617
2.	11,405	11,957	12,510	13,064	13,617	14,171
3.	11,957	12,510	13,064	13,617	14,171	14,724
4.	12,510	13,064	13,617	14,171	14,724	15,278
5.	13,064 ***	13,617	14,171	14,724	15,278	15,830
6.	13,617	14,171	14,724	15,278	15,830	16,384
7.	14,171	14,724	15,278	15,830	16,384	16,938
8.	14,724	15,278	15,830	16,384	16,938	17,491
9.	15,278	15,830	16,384	16,938	17,491	18,044
10.	15,830	16,384 ***	16,938	17,491	18,044	18,597
11.	16,384	16,938	17,491	18,044	18,597	19,151
12.	16,938	17,491	18,044	18,597	19,151	19,706
13.	17,491	18,044	18,597	19,151	19,706	20,257

* - See Regulation A, page 14-7
** - See Regulation B, page 14-7
*** - See Regulation C, page 14-7, re "Cut-Off Points".

SPECIAL EDUCATIONAL SERVICES SCHEDULE: Salary Schedule for Instructors in (a) Evening, (b) Off-Campus, or (c) Summer Classes, or (d) employed as Substitute or Temporary Instructors - see separate schedule attached, page 14-5.

EARNED DOCTORATE: $690 will be added to any Step/Class position on the above Salary Schedule for an earned Doctorate degree from an accredited institute of higher education.

Schedule adopted 11/6/74

UNIVERSITY OF CALIF.
LOS ANGELES

APR 18 1975

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION